

**APPENDIX A  
WAGE TABLES**

| <b>UC BERKELEY</b>                                               |                            |                                |                |                                 |                |                                   |                |                                    |                |                             |                |                                          |                |
|------------------------------------------------------------------|----------------------------|--------------------------------|----------------|---------------------------------|----------------|-----------------------------------|----------------|------------------------------------|----------------|-----------------------------|----------------|------------------------------------------|----------------|
| <b>Effective December 2018</b>                                   |                            |                                |                |                                 |                |                                   |                |                                    |                |                             |                |                                          |                |
| <b>Step</b>                                                      | <b>Years of Experience</b> | <b>Nurse, Clinical II 9139</b> |                | <b>Nurse, Clinical III 9138</b> |                | <b>Nurse Practitioner II 9147</b> |                | <b>Nurse Practitioner III 9146</b> |                | <b>Nurse, Per Diem 9119</b> |                | <b>Nurse, Practitioner Per Diem 9160</b> |                |
|                                                                  |                            | <b>Hourly</b>                  | <b>Monthly</b> | <b>Hourly</b>                   | <b>Monthly</b> | <b>Hourly</b>                     | <b>Monthly</b> | <b>Hourly</b>                      | <b>Monthly</b> | <b>Hourly</b>               | <b>Monthly</b> | <b>Hourly</b>                            | <b>Monthly</b> |
|                                                                  |                            |                                |                |                                 |                |                                   |                |                                    |                | \$62.33                     | \$10,845.42    | \$73.66                                  | \$12,816.84    |
| <b>1</b>                                                         | <b>&lt;6 years</b>         | \$48.90                        | \$8,508.60     | \$53.76                         | \$9,354.24     | \$56.56                           | \$9,841.44     | \$62.19                            | \$10,821.06    |                             |                |                                          |                |
| <b>2</b>                                                         | <b>6 years</b>             | \$49.86                        | \$8,675.64     | \$54.83                         | \$9,540.42     | \$57.68                           | \$10,036.32    | \$63.46                            | \$11,042.04    |                             |                |                                          |                |
| <b>3</b>                                                         | <b>9 years</b>             | \$50.88                        | \$8,853.12     | \$55.95                         | \$9,735.30     | \$58.84                           | \$10,238.16    | \$64.70                            | \$11,257.80    |                             |                |                                          |                |
| <b>4</b>                                                         | <b>12 years</b>            | \$51.88                        | \$9,027.12     | \$57.05                         | \$9,926.70     | \$60.00                           | \$10,440.00    | \$65.99                            | \$11,482.26    |                             |                |                                          |                |
| <b>5</b>                                                         | <b>15 years</b>            | \$52.93                        | \$9,209.82     | \$58.20                         | \$10,126.80    | \$61.24                           | \$10,655.76    | \$67.32                            | \$11,713.68    |                             |                |                                          |                |
| <b>6</b>                                                         | <b>18 years</b>            | \$53.97                        | \$9,390.78     | \$59.36                         | \$10,328.64    | \$62.44                           | \$10,864.56    | \$68.66                            | \$11,946.84    |                             |                |                                          |                |
| <b>7</b>                                                         | <b>21 years</b>            | \$55.06                        | \$9,580.44     | \$60.52                         | \$10,530.48    | \$63.71                           | \$11,085.54    | \$70.04                            | \$12,186.96    |                             |                |                                          |                |
| <b>8</b>                                                         | <b>24 years</b>            | \$56.17                        | \$9,773.58     | \$61.77                         | \$10,747.98    | \$64.97                           | \$11,304.78    | \$71.42                            | \$12,427.08    |                             |                |                                          |                |
| <b>9</b>                                                         | <b>27 years</b>            | \$57.29                        | \$9,968.46     | \$62.98                         | \$10,958.52    | \$66.29                           | \$11,534.46    | \$72.86                            | \$12,677.64    |                             |                |                                          |                |
| <b>10</b>                                                        |                            | \$58.42                        | \$10,165.08    | \$64.26                         | \$11,181.24    | \$67.60                           | \$11,762.40    | \$74.30                            | \$12,928.20    |                             |                |                                          |                |
| <b>11</b>                                                        |                            | \$59.60                        | \$10,370.40    | \$65.55                         | \$11,405.70    | \$68.95                           | \$11,997.30    | \$75.80                            | \$13,189.20    |                             |                |                                          |                |
| <b>12</b>                                                        |                            | \$60.78                        | \$10,575.72    | \$66.86                         | \$11,633.64    | \$70.34                           | \$12,239.16    | \$77.32                            | \$13,453.68    |                             |                |                                          |                |
| <b>13</b>                                                        |                            | \$62.01                        | \$10,789.74    | \$68.19                         | \$11,865.06    | \$71.74                           | \$12,482.76    | \$78.88                            | \$13,725.12    |                             |                |                                          |                |
| <b>14</b>                                                        |                            | \$63.24                        | \$11,003.76    | \$69.56                         | \$12,103.44    | \$73.18                           | \$12,733.32    | \$80.46                            | \$14,000.04    |                             |                |                                          |                |
| <b>15</b>                                                        |                            | \$64.52                        | \$11,226.48    | \$70.96                         | \$12,347.04    | \$74.64                           | \$12,987.36    | \$82.07                            | \$14,280.18    |                             |                |                                          |                |
| <b>16</b>                                                        |                            | \$65.80                        | \$11,449.20    | \$72.37                         | \$12,592.38    | \$76.13                           | \$13,246.62    | \$83.73                            | \$14,569.02    |                             |                |                                          |                |
| <b>17</b>                                                        |                            | \$67.11                        | \$11,677.14    | \$73.81                         | \$12,842.94    | \$77.66                           | \$13,512.84    | \$85.39                            | \$14,857.86    |                             |                |                                          |                |
| <b>18</b>                                                        |                            | \$68.46                        | \$11,912.04    | \$75.27                         | \$13,096.98    | \$79.21                           | \$13,782.54    | \$87.09                            | \$15,153.66    |                             |                |                                          |                |
| <b>19</b>                                                        |                            | \$69.83                        | \$12,150.42    | \$76.78                         | \$13,359.72    | \$80.79                           | \$14,057.46    | \$88.83                            | \$15,456.42    |                             |                |                                          |                |
| <b>20</b>                                                        |                            | \$71.23                        | \$12,394.02    | \$78.32                         | \$13,627.68    | \$82.41                           | \$14,339.34    | \$90.61                            | \$15,766.14    |                             |                |                                          |                |
| <b>21</b>                                                        |                            | \$72.65                        | \$12,641.10    | \$79.89                         | \$13,900.86    | \$84.06                           | \$14,626.44    | \$92.42                            | \$16,081.08    |                             |                |                                          |                |
| <b>22</b>                                                        |                            | \$74.10                        | \$12,893.40    | \$81.49                         | \$14,179.26    | \$85.74                           | \$14,918.76    | \$94.27                            | \$16,402.98    |                             |                |                                          |                |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                            |                                |                |                                 |                |                                   |                |                                    |                |                             |                |                                          |                |
|                                                                  |                            | <b>Hourly</b>                  |                | <b>Hourly</b>                   |                | <b>Hourly</b>                     |                | <b>Hourly</b>                      |                | <b>Hourly</b>               |                | <b>Hourly</b>                            |                |
|                                                                  | <b>Eve</b>                 | <b>\$1.65</b>                  |                | <b>\$1.65</b>                   |                | <b>\$1.65</b>                     |                | <b>\$1.65</b>                      |                | <b>\$1.65</b>               |                | <b>\$1.65</b>                            |                |
|                                                                  | <b>Night</b>               | <b>\$2.25</b>                  |                | <b>\$2.25</b>                   |                | <b>\$2.25</b>                     |                | <b>\$2.25</b>                      |                | <b>\$2.25</b>               |                | <b>\$2.25</b>                            |                |
|                                                                  | <b>Weekend</b>             | <b>\$1.00</b>                  |                | <b>\$1.00</b>                   |                | <b>\$1.00</b>                     |                | <b>\$1.00</b>                      |                | <b>\$1.00</b>               |                | <b>\$1.00</b>                            |                |
|                                                                  | <b>On-Call</b>             | <b>-</b>                       |                | <b>-</b>                        |                | <b>-</b>                          |                | <b>-</b>                           |                | <b>-</b>                    |                | <b>-</b>                                 |                |
|                                                                  | <b>Charge Nurse</b>        | <b>\$1.00</b>                  |                | <b>\$1.00</b>                   |                | <b>-</b>                          |                | <b>-</b>                           |                | <b>-</b>                    |                | <b>-</b>                                 |                |

**UC BERKELEY**  
**Effective January 2019**

| Step                                                             | Years of Experience | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse, Per Diem<br>9119 |             | Nurse, Practitioner<br>Per Diem |             |
|------------------------------------------------------------------|---------------------|----------------------------|-------------|-----------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|-------------------------|-------------|---------------------------------|-------------|
|                                                                  |                     | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                  | Monthly     | Hourly                          | Monthly     |
|                                                                  |                     |                            |             |                             |             |                               |             |                                |             | \$64.20                 | \$11,170.80 | \$75.87                         | \$13,201.38 |
| 1                                                                | <6 years            | \$50.37                    | \$8,764.38  | \$55.37                     | \$9,634.38  | \$58.26                       | \$10,137.24 | \$64.06                        | \$11,146.44 |                         |             |                                 |             |
| 2                                                                | 6 years             | \$51.36                    | \$8,936.64  | \$56.47                     | \$9,825.78  | \$59.41                       | \$10,337.34 | \$65.36                        | \$11,372.64 |                         |             |                                 |             |
| 3                                                                | 9 years             | \$52.41                    | \$9,119.34  | \$57.63                     | \$10,027.62 | \$60.61                       | \$10,546.14 | \$66.64                        | \$11,595.36 |                         |             |                                 |             |
| 4                                                                | 12 years            | \$53.44                    | \$9,298.56  | \$58.76                     | \$10,224.24 | \$61.80                       | \$10,753.20 | \$67.97                        | \$11,826.78 |                         |             |                                 |             |
| 5                                                                | 15 years            | \$54.52                    | \$9,486.48  | \$59.95                     | \$10,431.30 | \$63.08                       | \$10,975.92 | \$69.34                        | \$12,065.16 |                         |             |                                 |             |
| 6                                                                | 18 years            | \$55.59                    | \$9,672.66  | \$61.14                     | \$10,638.36 | \$64.31                       | \$11,189.94 | \$70.72                        | \$12,305.28 |                         |             |                                 |             |
| 7                                                                | 21 years            | \$56.71                    | \$9,867.54  | \$62.34                     | \$10,847.16 | \$65.62                       | \$11,417.88 | \$72.14                        | \$12,552.36 |                         |             |                                 |             |
| 8                                                                | 24 years            | \$57.86                    | \$10,067.64 | \$63.62                     | \$11,069.88 | \$66.92                       | \$11,644.08 | \$73.56                        | \$12,799.44 |                         |             |                                 |             |
| 9                                                                | 27 years            | \$59.01                    | \$10,267.74 | \$64.87                     | \$11,287.38 | \$68.28                       | \$11,880.72 | \$75.05                        | \$13,058.70 |                         |             |                                 |             |
| 10                                                               |                     | \$60.17                    | \$10,469.58 | \$66.19                     | \$11,517.06 | \$69.63                       | \$12,115.62 | \$76.53                        | \$13,316.22 |                         |             |                                 |             |
| 11                                                               |                     | \$61.39                    | \$10,681.86 | \$67.52                     | \$11,748.48 | \$71.02                       | \$12,357.48 | \$78.07                        | \$13,584.18 |                         |             |                                 |             |
| 12                                                               |                     | \$62.60                    | \$10,892.40 | \$68.87                     | \$11,983.38 | \$72.45                       | \$12,606.30 | \$79.64                        | \$13,857.36 |                         |             |                                 |             |
| 13                                                               |                     | \$63.87                    | \$11,113.38 | \$70.24                     | \$12,221.76 | \$73.89                       | \$12,856.86 | \$81.25                        | \$14,137.50 |                         |             |                                 |             |
| 14                                                               |                     | \$65.14                    | \$11,334.36 | \$71.65                     | \$12,467.10 | \$75.38                       | \$13,116.12 | \$82.87                        | \$14,419.38 |                         |             |                                 |             |
|                                                                  |                     | \$66.46                    | \$11,564.04 | \$73.09                     | \$12,717.66 | \$76.88                       | \$13,377.12 | \$84.53                        | \$14,708.22 |                         |             |                                 |             |
|                                                                  |                     | \$67.77                    | \$11,791.98 | \$74.54                     | \$12,969.96 | \$78.41                       | \$13,643.34 | \$86.24                        | \$15,005.76 |                         |             |                                 |             |
|                                                                  |                     | \$69.12                    | \$12,026.88 | \$76.02                     | \$13,227.48 | \$79.99                       | \$13,918.26 | \$87.95                        | \$15,303.30 |                         |             |                                 |             |
|                                                                  |                     | \$70.51                    | \$12,268.74 | \$77.53                     | \$13,490.22 | \$81.59                       | \$14,196.66 | \$89.70                        | \$15,607.80 |                         |             |                                 |             |
|                                                                  |                     | \$71.92                    | \$12,514.08 | \$79.08                     | \$13,759.92 | \$83.21                       | \$14,478.54 | \$91.49                        | \$15,919.26 |                         |             |                                 |             |
|                                                                  |                     | \$73.37                    | \$12,766.38 | \$80.67                     | \$14,036.58 | \$84.88                       | \$14,769.12 | \$93.33                        | \$16,239.42 |                         |             |                                 |             |
|                                                                  |                     | \$74.83                    | \$13,020.42 | \$82.29                     | \$14,318.46 | \$86.58                       | \$15,064.92 | \$95.19                        | \$16,563.06 |                         |             |                                 |             |
|                                                                  |                     | \$76.32                    | \$13,279.68 | \$83.93                     | \$14,603.82 | \$88.31                       | \$15,365.94 | \$97.10                        | \$16,895.40 |                         |             |                                 |             |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                            |             |                             |             |                               |             |                                |             |                         |             |                                 |             |
|                                                                  |                     | <b>Hourly</b>              |             | <b>Hourly</b>               |             | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>           |             | <b>Hourly</b>                   |             |
|                                                                  | <b>Eve</b>          | <b>\$1.65</b>              |             | <b>\$1.65</b>               |             | <b>\$1.65</b>                 |             | <b>\$1.65</b>                  |             | <b>\$1.65</b>           |             | <b>\$1.65</b>                   |             |
|                                                                  | <b>Night</b>        | <b>\$2.25</b>              |             | <b>\$2.25</b>               |             | <b>\$2.25</b>                 |             | <b>\$2.25</b>                  |             | <b>\$2.25</b>           |             | <b>\$2.25</b>                   |             |
|                                                                  | <b>Weekend</b>      | <b>\$1.00</b>              |             | <b>\$1.00</b>               |             | <b>\$1.00</b>                 |             | <b>\$1.00</b>                  |             | <b>\$1.00</b>           |             | <b>\$1.00</b>                   |             |
|                                                                  | <b>On-Call</b>      | -                          |             | -                           |             | -                             |             | -                              |             | -                       |             | -                               |             |
|                                                                  | <b>Charge Nurse</b> | <b>\$1.00</b>              |             | <b>\$1.00</b>               |             | -                             |             | -                              |             | -                       |             | -                               |             |

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| Step                                                             | Years of Experience | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse, Per Diem<br>9119 |             | Nurse, Practitioner<br>Per Diem<br>9160 |             |
|------------------------------------------------------------------|---------------------|----------------------------|-------------|-----------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|-------------------------|-------------|-----------------------------------------|-------------|
|                                                                  |                     | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                  | Monthly     | Hourly                                  | Monthly     |
|                                                                  |                     |                            |             |                             |             |                               |             |                                |             | \$66.13                 | \$11,505.92 | \$78.15                                 | \$13,597.42 |
| <b>1</b>                                                         | <b>&lt;6 years</b>  | \$51.88                    | \$9,027.31  | \$57.03                     | \$9,923.41  | \$60.01                       | \$10,441.36 | \$65.98                        | \$11,480.83 |                         |             |                                         |             |
| <b>2</b>                                                         | <b>6 years</b>      | \$52.90                    | \$9,204.74  | \$58.16                     | \$10,120.55 | \$61.19                       | \$10,647.46 | \$67.32                        | \$11,713.82 |                         |             |                                         |             |
| <b>3</b>                                                         | <b>9 years</b>      | \$53.98                    | \$9,392.92  | \$59.36                     | \$10,328.45 | \$62.43                       | \$10,862.52 | \$68.64                        | \$11,943.22 |                         |             |                                         |             |
| <b>4</b>                                                         | <b>12 years</b>     | \$55.04                    | \$9,577.52  | \$60.52                     | \$10,530.97 | \$63.65                       | \$11,075.80 | \$70.01                        | \$12,181.58 |                         |             |                                         |             |
| <b>5</b>                                                         | <b>15 years</b>     | \$56.16                    | \$9,771.07  | \$61.75                     | \$10,744.24 | \$64.97                       | \$11,305.20 | \$71.42                        | \$12,427.11 |                         |             |                                         |             |
| <b>6</b>                                                         | <b>18 years</b>     | \$57.26                    | \$9,962.84  | \$62.97                     | \$10,957.51 | \$66.24                       | \$11,525.64 | \$72.84                        | \$12,674.44 |                         |             |                                         |             |
| <b>7</b>                                                         | <b>21 years</b>     | \$58.41                    | \$10,163.57 | \$64.21                     | \$11,172.57 | \$67.59                       | \$11,760.42 | \$74.30                        | \$12,928.93 |                         |             |                                         |             |
| <b>8</b>                                                         | <b>24 years</b>     | \$59.60                    | \$10,369.67 | \$65.53                     | \$11,401.98 | \$68.93                       | \$11,993.40 | \$75.77                        | \$13,183.42 |                         |             |                                         |             |
| <b>9</b>                                                         | <b>27 years</b>     | \$60.78                    | \$10,575.77 | \$66.82                     | \$11,626.00 | \$70.33                       | \$12,237.14 | \$77.30                        | \$13,450.46 |                         |             |                                         |             |
| <b>10</b>                                                        |                     | \$61.98                    | \$10,783.67 | \$68.18                     | \$11,862.57 | \$71.72                       | \$12,479.09 | \$78.83                        | \$13,715.71 |                         |             |                                         |             |
| <b>11</b>                                                        |                     | \$63.23                    | \$11,002.32 | \$69.55                     | \$12,100.93 | \$73.15                       | \$12,728.20 | \$80.41                        | \$13,991.71 |                         |             |                                         |             |
| <b>12</b>                                                        |                     | \$64.48                    | \$11,219.17 | \$70.94                     | \$12,342.88 | \$74.62                       | \$12,984.49 | \$82.03                        | \$14,273.08 |                         |             |                                         |             |
| <b>13</b>                                                        |                     | \$65.79                    | \$11,446.78 | \$72.35                     | \$12,588.41 | \$76.11                       | \$13,242.57 | \$83.69                        | \$14,561.63 |                         |             |                                         |             |
| <b>14</b>                                                        |                     | \$67.09                    | \$11,674.39 | \$73.80                     | \$12,841.11 | \$77.64                       | \$13,509.60 | \$85.36                        | \$14,851.96 |                         |             |                                         |             |
|                                                                  |                     | \$68.45                    | \$11,910.96 | \$75.28                     | \$13,099.19 | \$79.19                       | \$13,778.43 | \$87.07                        | \$15,149.47 |                         |             |                                         |             |
|                                                                  |                     | \$69.80                    | \$12,145.74 | \$76.78                     | \$13,359.06 | \$80.76                       | \$14,052.64 | \$88.83                        | \$15,455.93 |                         |             |                                         |             |
|                                                                  |                     | \$71.19                    | \$12,387.69 | \$78.30                     | \$13,624.30 | \$82.39                       | \$14,335.81 | \$90.59                        | \$15,762.40 |                         |             |                                         |             |
|                                                                  |                     | \$72.63                    | \$12,636.80 | \$79.86                     | \$13,894.93 | \$84.04                       | \$14,622.56 | \$92.39                        | \$16,076.03 |                         |             |                                         |             |
|                                                                  |                     | \$74.08                    | \$12,889.50 | \$81.45                     | \$14,172.72 | \$85.71                       | \$14,912.90 | \$94.23                        | \$16,396.84 |                         |             |                                         |             |
|                                                                  |                     | \$75.57                    | \$13,149.37 | \$83.09                     | \$14,457.68 | \$87.43                       | \$15,212.19 | \$96.13                        | \$16,726.60 |                         |             |                                         |             |
|                                                                  |                     | \$77.07                    | \$13,411.03 | \$84.76                     | \$14,748.01 | \$89.18                       | \$15,516.87 | \$98.05                        | \$17,059.95 |                         |             |                                         |             |
|                                                                  |                     | \$78.61                    | \$13,678.07 | \$86.45                     | \$15,041.93 | \$90.96                       | \$15,826.92 | \$100.01                       | \$17,402.26 |                         |             |                                         |             |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                            |             |                             |             |                               |             |                                |             |                         |             |                                         |             |
|                                                                  |                     | <b>Hourly</b>              |             | <b>Hourly</b>               |             | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>           |             | <b>Hourly</b>                           |             |
|                                                                  | <b>Eve</b>          | <b>\$1.65</b>              |             | <b>\$1.65</b>               |             | <b>\$1.65</b>                 |             | <b>\$1.65</b>                  |             | <b>\$1.65</b>           |             | <b>\$1.65</b>                           |             |
|                                                                  | <b>Night</b>        | <b>\$2.25</b>              |             | <b>\$2.25</b>               |             | <b>\$2.25</b>                 |             | <b>\$2.25</b>                  |             | <b>\$2.25</b>           |             | <b>\$2.25</b>                           |             |
|                                                                  | <b>Weekend</b>      | <b>\$1.00</b>              |             | <b>\$1.00</b>               |             | <b>\$1.00</b>                 |             | <b>\$1.00</b>                  |             | <b>\$1.00</b>           |             | <b>\$1.00</b>                           |             |
|                                                                  | <b>On-Call</b>      | -                          |             | -                           |             | -                             |             | -                              |             | -                       |             | -                                       |             |
|                                                                  | <b>Charge Nurse</b> | <b>\$1.00</b>              |             | <b>\$1.00</b>               |             | -                             |             | -                              |             | -                       |             | -                                       |             |

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| Step                                                             | Years of Experience | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse, Per Diem<br>9119 |             | Nurse, Practitioner<br>Per Diem<br>9160 |             |
|------------------------------------------------------------------|---------------------|----------------------------|-------------|-----------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|-------------------------|-------------|-----------------------------------------|-------------|
|                                                                  |                     | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                  | Monthly     | Hourly                                  | Monthly     |
|                                                                  |                     |                            |             |                             |             |                               |             |                                |             | \$68.11                 | \$11,851.10 | \$80.49                                 | \$14,005.34 |
| <b>1</b>                                                         | <b>&lt;6 years</b>  | \$53.44                    | \$9,298.13  | \$58.74                     | \$10,221.11 | \$61.81                       | \$10,754.60 | \$67.96                        | \$11,825.26 |                         |             |                                         |             |
| <b>2</b>                                                         | <b>6 years</b>      | \$54.49                    | \$9,480.88  | \$59.91                     | \$10,424.17 | \$63.03                       | \$10,966.88 | \$69.34                        | \$12,065.23 |                         |             |                                         |             |
| <b>3</b>                                                         | <b>9 years</b>      | \$55.60                    | \$9,674.71  | \$61.14                     | \$10,638.30 | \$64.30                       | \$11,188.40 | \$70.70                        | \$12,301.52 |                         |             |                                         |             |
| <b>4</b>                                                         | <b>12 years</b>     | \$56.69                    | \$9,864.84  | \$62.34                     | \$10,846.90 | \$65.56                       | \$11,408.07 | \$72.11                        | \$12,547.03 |                         |             |                                         |             |
| <b>5</b>                                                         | <b>15 years</b>     | \$57.84                    | \$10,064.21 | \$63.60                     | \$11,066.57 | \$66.92                       | \$11,644.35 | \$73.56                        | \$12,799.93 |                         |             |                                         |             |
| <b>6</b>                                                         | <b>18 years</b>     | \$58.98                    | \$10,261.72 | \$64.86                     | \$11,286.24 | \$68.23                       | \$11,871.41 | \$75.03                        | \$13,054.67 |                         |             |                                         |             |
| <b>7</b>                                                         | <b>21 years</b>     | \$60.16                    | \$10,468.47 | \$66.14                     | \$11,507.75 | \$69.62                       | \$12,113.23 | \$76.53                        | \$13,316.80 |                         |             |                                         |             |
| <b>8</b>                                                         | <b>24 years</b>     | \$61.38                    | \$10,680.76 | \$67.49                     | \$11,744.04 | \$71.00                       | \$12,353.20 | \$78.04                        | \$13,578.93 |                         |             |                                         |             |
| <b>9</b>                                                         | <b>27 years</b>     | \$62.60                    | \$10,893.05 | \$68.82                     | \$11,974.78 | \$72.44                       | \$12,604.26 | \$79.62                        | \$13,853.97 |                         |             |                                         |             |
| <b>10</b>                                                        |                     | \$63.83                    | \$11,107.18 | \$70.22                     | \$12,218.45 | \$73.87                       | \$12,853.46 | \$81.19                        | \$14,127.18 |                         |             |                                         |             |
| <b>11</b>                                                        |                     | \$65.13                    | \$11,332.39 | \$71.63                     | \$12,463.96 | \$75.35                       | \$13,110.05 | \$82.82                        | \$14,411.46 |                         |             |                                         |             |
| <b>12</b>                                                        |                     | \$66.41                    | \$11,555.75 | \$73.06                     | \$12,713.17 | \$76.86                       | \$13,374.02 | \$84.49                        | \$14,701.27 |                         |             |                                         |             |
| <b>13</b>                                                        |                     | \$67.76                    | \$11,790.18 | \$74.52                     | \$12,966.07 | \$78.39                       | \$13,639.84 | \$86.20                        | \$14,998.47 |                         |             |                                         |             |
| <b>14</b>                                                        |                     | \$69.11                    | \$12,024.62 | \$76.01                     | \$13,226.35 | \$79.97                       | \$13,914.89 | \$87.92                        | \$15,297.52 |                         |             |                                         |             |
|                                                                  |                     | \$70.51                    | \$12,268.29 | \$77.54                     | \$13,492.17 | \$81.56                       | \$14,191.79 | \$89.68                        | \$15,603.95 |                         |             |                                         |             |
|                                                                  |                     | \$71.90                    | \$12,510.11 | \$79.08                     | \$13,759.83 | \$83.19                       | \$14,474.22 | \$91.49                        | \$15,919.61 |                         |             |                                         |             |
|                                                                  |                     | \$73.33                    | \$12,759.32 | \$80.65                     | \$14,033.03 | \$84.86                       | \$14,765.88 | \$93.31                        | \$16,235.27 |                         |             |                                         |             |
|                                                                  |                     | \$74.80                    | \$13,015.91 | \$82.25                     | \$14,311.77 | \$86.56                       | \$15,061.24 | \$95.16                        | \$16,558.32 |                         |             |                                         |             |
|                                                                  |                     | \$76.30                    | \$13,276.19 | \$83.90                     | \$14,597.90 | \$88.28                       | \$15,360.28 | \$97.06                        | \$16,888.74 |                         |             |                                         |             |
|                                                                  |                     | \$77.84                    | \$13,543.85 | \$85.58                     | \$14,891.41 | \$90.05                       | \$15,668.56 | \$99.01                        | \$17,228.40 |                         |             |                                         |             |
|                                                                  |                     | \$79.39                    | \$13,813.36 | \$87.30                     | \$15,190.45 | \$91.85                       | \$15,982.37 | \$100.99                       | \$17,571.75 |                         |             |                                         |             |
|                                                                  |                     | \$80.97                    | \$14,088.41 | \$89.04                     | \$15,493.19 | \$93.69                       | \$16,301.73 | \$103.01                       | \$17,924.33 |                         |             |                                         |             |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                            |             |                             |             |                               |             |                                |             |                         |             |                                         |             |
|                                                                  |                     | <b>Hourly</b>              |             | <b>Hourly</b>               |             | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>           |             | <b>Hourly</b>                           |             |
|                                                                  | <b>Eve</b>          | <b>\$1.65</b>              |             | <b>\$1.65</b>               |             | <b>\$1.65</b>                 |             | <b>\$1.65</b>                  |             | <b>\$1.65</b>           |             | <b>\$1.65</b>                           |             |
|                                                                  | <b>Night</b>        | <b>\$2.25</b>              |             | <b>\$2.25</b>               |             | <b>\$2.25</b>                 |             | <b>\$2.25</b>                  |             | <b>\$2.25</b>           |             | <b>\$2.25</b>                           |             |
|                                                                  | <b>Weekend</b>      | <b>\$1.00</b>              |             | <b>\$1.00</b>               |             | <b>\$1.00</b>                 |             | <b>\$1.00</b>                  |             | <b>\$1.00</b>           |             | <b>\$1.00</b>                           |             |
|                                                                  | <b>On-Call</b>      | -                          |             | -                           |             | -                             |             | -                              |             | -                       |             | -                                       |             |
|                                                                  | <b>Charge Nurse</b> | <b>\$1.00</b>              |             | <b>\$1.00</b>               |             | -                             |             | -                              |             | -                       |             | -                                       |             |

**UC BERKELEY**  
**Effective January 2022**

| Step                                                             | Years of Experience | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse, Per Diem<br>9119 |             | Nurse, Practitioner<br>Per Diem<br>9160 |             |
|------------------------------------------------------------------|---------------------|----------------------------|-------------|-----------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|-------------------------|-------------|-----------------------------------------|-------------|
|                                                                  |                     | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                  | Monthly     | Hourly                                  | Monthly     |
|                                                                  |                     |                            |             |                             |             |                               |             |                                |             | \$70.15                 | \$12,206.63 | \$82.91                                 | \$14,425.50 |
| <b>1</b>                                                         | <b>&lt;6 years</b>  | \$55.04                    | \$9,577.07  | \$60.50                     | \$10,527.75 | \$63.66                       | \$11,077.24 | \$70.00                        | \$12,180.02 |                         |             |                                         |             |
| <b>2</b>                                                         | <b>6 years</b>      | \$56.12                    | \$9,765.31  | \$61.71                     | \$10,736.90 | \$64.92                       | \$11,295.89 | \$71.42                        | \$12,427.19 |                         |             |                                         |             |
| <b>3</b>                                                         | <b>9 years</b>      | \$57.27                    | \$9,964.95  | \$62.97                     | \$10,957.45 | \$66.23                       | \$11,524.05 | \$72.82                        | \$12,670.56 |                         |             |                                         |             |
| <b>4</b>                                                         | <b>12 years</b>     | \$58.40                    | \$10,160.79 | \$64.21                     | \$11,172.30 | \$67.53                       | \$11,750.31 | \$74.27                        | \$12,923.44 |                         |             |                                         |             |
| <b>5</b>                                                         | <b>15 years</b>     | \$59.58                    | \$10,366.13 | \$65.51                     | \$11,398.56 | \$68.93                       | \$11,993.68 | \$75.77                        | \$13,183.93 |                         |             |                                         |             |
| <b>6</b>                                                         | <b>18 years</b>     | \$60.74                    | \$10,569.58 | \$66.81                     | \$11,624.82 | \$70.27                       | \$12,227.55 | \$77.28                        | \$13,446.31 |                         |             |                                         |             |
| <b>7</b>                                                         | <b>21 years</b>     | \$61.97                    | \$10,782.53 | \$68.12                     | \$11,852.98 | \$71.70                       | \$12,476.63 | \$78.83                        | \$13,716.30 |                         |             |                                         |             |
| <b>8</b>                                                         | <b>24 years</b>     | \$63.23                    | \$11,001.18 | \$69.52                     | \$12,096.36 | \$73.13                       | \$12,723.80 | \$80.38                        | \$13,986.29 |                         |             |                                         |             |
| <b>9</b>                                                         | <b>27 years</b>     | \$64.48                    | \$11,219.84 | \$70.89                     | \$12,334.02 | \$74.61                       | \$12,982.38 | \$82.01                        | \$14,269.59 |                         |             |                                         |             |
| <b>10</b>                                                        |                     | \$65.75                    | \$11,440.39 | \$72.33                     | \$12,585.00 | \$76.09                       | \$13,239.07 | \$83.63                        | \$14,550.99 |                         |             |                                         |             |
| <b>11</b>                                                        |                     | \$67.08                    | \$11,672.36 | \$73.78                     | \$12,837.88 | \$77.61                       | \$13,503.35 | \$85.31                        | \$14,843.80 |                         |             |                                         |             |
| <b>12</b>                                                        |                     | \$68.40                    | \$11,902.42 | \$75.26                     | \$13,094.56 | \$79.17                       | \$13,775.24 | \$87.02                        | \$15,142.31 |                         |             |                                         |             |
| <b>13</b>                                                        |                     | \$69.79                    | \$12,143.89 | \$76.75                     | \$13,355.05 | \$80.74                       | \$14,049.04 | \$88.78                        | \$15,448.43 |                         |             |                                         |             |
| <b>14</b>                                                        |                     | \$71.18                    | \$12,385.36 | \$78.29                     | \$13,623.14 | \$82.37                       | \$14,332.34 | \$90.55                        | \$15,756.45 |                         |             |                                         |             |
|                                                                  |                     | \$72.62                    | \$12,636.34 | \$79.87                     | \$13,896.93 | \$84.01                       | \$14,617.54 | \$92.37                        | \$16,072.07 |                         |             |                                         |             |
|                                                                  |                     | \$74.05                    | \$12,885.41 | \$81.45                     | \$14,172.63 | \$85.68                       | \$14,908.45 | \$94.24                        | \$16,397.20 |                         |             |                                         |             |
|                                                                  |                     | \$75.53                    | \$13,142.10 | \$83.07                     | \$14,454.02 | \$87.41                       | \$15,208.86 | \$96.11                        | \$16,722.33 |                         |             |                                         |             |
|                                                                  |                     | \$77.05                    | \$13,406.38 | \$84.72                     | \$14,741.13 | \$89.16                       | \$15,513.07 | \$98.02                        | \$17,055.06 |                         |             |                                         |             |
|                                                                  |                     | \$78.59                    | \$13,674.47 | \$86.41                     | \$15,035.84 | \$90.93                       | \$15,821.09 | \$99.97                        | \$17,395.41 |                         |             |                                         |             |
|                                                                  |                     | \$80.17                    | \$13,950.17 | \$88.15                     | \$15,338.15 | \$92.75                       | \$16,138.62 | \$101.98                       | \$17,745.25 |                         |             |                                         |             |
|                                                                  |                     | \$81.77                    | \$14,227.76 | \$89.92                     | \$15,646.17 | \$94.61                       | \$16,461.84 | \$104.02                       | \$18,098.90 |                         |             |                                         |             |
|                                                                  |                     | \$83.40                    | \$14,511.06 | \$91.71                     | \$15,957.99 | \$96.50                       | \$16,790.78 | \$106.10                       | \$18,462.06 |                         |             |                                         |             |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                            |             |                             |             |                               |             |                                |             |                         |             |                                         |             |
|                                                                  |                     | <b>Hourly</b>              |             | <b>Hourly</b>               |             | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>           |             | <b>Hourly</b>                           |             |
|                                                                  | <b>Eve</b>          | <b>\$1.65</b>              |             | <b>\$1.65</b>               |             | <b>\$1.65</b>                 |             | <b>\$1.65</b>                  |             | <b>\$1.65</b>           |             | <b>\$1.65</b>                           |             |
|                                                                  | <b>Night</b>        | <b>\$2.25</b>              |             | <b>\$2.25</b>               |             | <b>\$2.25</b>                 |             | <b>\$2.25</b>                  |             | <b>\$2.25</b>           |             | <b>\$2.25</b>                           |             |
|                                                                  | <b>Weekend</b>      | <b>\$1.00</b>              |             | <b>\$1.00</b>               |             | <b>\$1.00</b>                 |             | <b>\$1.00</b>                  |             | <b>\$1.00</b>           |             | <b>\$1.00</b>                           |             |
|                                                                  | <b>On-Call</b>      | <b>-</b>                   |             | <b>-</b>                    |             | <b>-</b>                      |             | <b>-</b>                       |             | <b>-</b>                |             | <b>-</b>                                |             |
|                                                                  | <b>Charge Nurse</b> | <b>\$1.00</b>              |             | <b>\$1.00</b>               |             | <b>-</b>                      |             | <b>-</b>                       |             | <b>-</b>                |             | <b>-</b>                                |             |

| UC DAVIS                                                                                                                                               |                     |                           |            |                            |             |                             |             |                            |             |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|---------------------------|------------|----------------------------|-------------|-----------------------------|-------------|----------------------------|-------------|
| Effective December 2018                                                                                                                                |                     |                           |            |                            |             |                             |             |                            |             |
| Step                                                                                                                                                   | Years of Experience | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse, Clinical IV<br>9137 |             |
|                                                                                                                                                        |                     | Hourly                    | Monthly    | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                     | Monthly     |
|                                                                                                                                                        | <6 mos              | \$53.38                   | \$9,288.12 |                            |             |                             |             |                            |             |
| 1                                                                                                                                                      | 1 year              |                           |            | \$56.05                    | \$9,752.70  | \$58.84                     | \$10,238.16 | \$67.43                    | \$11,732.82 |
| 2                                                                                                                                                      | 2 years             |                           |            | \$57.15                    | \$9,944.10  | \$60.04                     | \$10,446.96 | \$68.78                    | \$11,967.72 |
| 3                                                                                                                                                      | 3 years             |                           |            | \$58.31                    | \$10,145.94 | \$61.23                     | \$10,654.02 | \$70.18                    | \$12,211.32 |
| 4                                                                                                                                                      | 4 years             |                           |            | \$59.48                    | \$10,349.52 | \$62.45                     | \$10,866.30 | \$71.57                    | \$12,453.18 |
| 5                                                                                                                                                      | 5 years             |                           |            | \$60.70                    | \$10,561.80 | \$63.71                     | \$11,085.54 | \$73.00                    | \$12,702.00 |
| 6                                                                                                                                                      | 6 years             |                           |            | \$61.89                    | \$10,768.86 | \$64.97                     | \$11,304.78 | \$74.46                    | \$12,956.04 |
| 7                                                                                                                                                      | 7 years             |                           |            | \$63.13                    | \$10,984.62 | \$66.27                     | \$11,530.98 | \$75.96                    | \$13,217.04 |
| 8                                                                                                                                                      | 9 years             |                           |            | \$64.39                    | \$11,203.86 | \$67.65                     | \$11,771.10 | \$77.49                    | \$13,483.26 |
| 9                                                                                                                                                      | 11 years            |                           |            | \$65.67                    | \$11,426.58 | \$69.05                     | \$12,014.70 | \$79.02                    | \$13,749.48 |
| 10                                                                                                                                                     | 13 years            |                           |            | \$66.96                    | \$11,651.04 | \$70.37                     | \$12,244.38 | \$80.59                    | \$14,022.66 |
| 11                                                                                                                                                     | ≥16 years           |                           |            | \$68.34                    | \$11,891.16 | \$71.75                     | \$12,484.50 | \$82.20                    | \$14,302.80 |
| 12                                                                                                                                                     |                     |                           |            | \$69.68                    | \$12,124.32 | \$73.19                     | \$12,735.06 | \$83.84                    | \$14,588.16 |
| 13                                                                                                                                                     |                     |                           |            | \$71.07                    | \$12,366.18 | \$74.64                     | \$12,987.36 | \$85.50                    | \$14,877.00 |
| 14                                                                                                                                                     |                     |                           |            | \$72.50                    | \$12,615.00 | \$76.13                     | \$13,246.62 | \$87.23                    | \$15,178.02 |
| 15                                                                                                                                                     |                     |                           |            | \$73.93                    | \$12,863.82 | \$77.64                     | \$13,509.36 | \$88.96                    | \$15,479.04 |
| 16                                                                                                                                                     |                     |                           |            | \$75.42                    | \$13,123.08 | \$78.47                     | \$13,653.78 | \$90.16                    | \$15,687.84 |
| 17                                                                                                                                                     |                     |                           |            |                            |             | \$80.06                     | \$13,930.44 | \$91.95                    | \$15,999.30 |
| 18                                                                                                                                                     |                     |                           |            |                            |             | \$81.69                     | \$14,214.06 | \$93.78                    | \$16,317.72 |
| Shift Differential, On-Call and Charge Nurse Differential                                                                                              |                     |                           |            |                            |             |                             |             |                            |             |
|                                                                                                                                                        |                     | Hourly                    |            | Hourly                     |             | Hourly                      |             | Hourly                     |             |
|                                                                                                                                                        | <b>Eve</b>          | \$6.00                    |            | \$6.00                     |             | \$6.00                      |             | \$6.00                     |             |
|                                                                                                                                                        | <b>Night</b>        | \$6.00                    |            | \$6.00                     |             | \$6.00                      |             | \$6.00                     |             |
|                                                                                                                                                        | <b>Weekend</b>      | \$3.50                    |            | \$3.50                     |             | \$3.50                      |             | \$3.50                     |             |
|                                                                                                                                                        | <b>On-Call</b>      | \$12.00                   |            | \$12.00                    |             | \$12.00                     |             | \$12.00                    |             |
|                                                                                                                                                        | <b>Charge Nurse</b> | \$2.00                    |            | \$2.00                     |             | \$2.00                      |             | \$2.00                     |             |
| *Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range. |                     |                           |            |                            |             |                             |             |                            |             |

**UC DAVIS**  
**Effective December 2018**

| Step                                                             | Years of Experience | Home Health Nurse I<br>9118 |             | Home Health Nurse II<br>9117 |             | Home Health Nurse III<br>9116 |             | Nurse Administrative I<br>9134 |             |
|------------------------------------------------------------------|---------------------|-----------------------------|-------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|
|                                                                  |                     | Hourly                      | Monthly     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     |
|                                                                  | <6 mos              |                             |             |                              |             |                               |             |                                |             |
| <b>1</b>                                                         | <b>1 year</b>       | \$53.38                     | \$9,288.12  | \$56.05                      | \$9,752.70  | \$58.84                       | \$10,238.16 | \$58.84                        | \$10,238.16 |
| <b>2</b>                                                         | <b>2 years</b>      | \$54.46                     | \$9,476.04  | \$57.15                      | \$9,944.10  | \$60.04                       | \$10,446.96 | \$60.04                        | \$10,446.96 |
| <b>3</b>                                                         | <b>3 years</b>      | \$55.52                     | \$9,660.48  | \$58.31                      | \$10,145.94 | \$61.23                       | \$10,654.02 | \$61.23                        | \$10,654.02 |
| <b>4</b>                                                         | <b>4 years</b>      | \$56.66                     | \$9,858.84  | \$59.48                      | \$10,349.52 | \$62.45                       | \$10,866.30 | \$62.45                        | \$10,866.30 |
| <b>5</b>                                                         | <b>5 years</b>      | \$57.76                     | \$10,050.24 | \$60.70                      | \$10,561.80 | \$63.71                       | \$11,085.54 | \$63.71                        | \$11,085.54 |
| <b>6</b>                                                         | <b>6 years</b>      | \$58.96                     | \$10,259.04 | \$61.89                      | \$10,768.86 | \$64.97                       | \$11,304.78 | \$64.97                        | \$11,304.78 |
| <b>7</b>                                                         | <b>7 years</b>      | \$60.14                     | \$10,464.36 | \$63.13                      | \$10,984.62 | \$66.27                       | \$11,530.98 | \$66.27                        | \$11,530.98 |
| <b>8</b>                                                         | <b>9 years</b>      | \$61.35                     | \$10,674.90 | \$64.39                      | \$11,203.86 | \$67.65                       | \$11,771.10 | \$67.65                        | \$11,771.10 |
| <b>9</b>                                                         | <b>11 years</b>     | \$62.57                     | \$10,887.18 | \$65.67                      | \$11,426.58 | \$69.05                       | \$12,014.70 | \$69.05                        | \$12,014.70 |
| <b>10</b>                                                        | <b>13 years</b>     | \$63.80                     | \$11,101.20 | \$66.96                      | \$11,651.04 | \$70.37                       | \$12,244.38 | \$70.37                        | \$12,244.38 |
| <b>11</b>                                                        | <b>≥16 years</b>    | \$65.09                     | \$11,325.66 | \$68.34                      | \$11,891.16 | \$71.75                       | \$12,484.50 | \$71.75                        | \$12,484.50 |
| <b>12</b>                                                        |                     | \$66.38                     | \$11,550.12 | \$69.68                      | \$12,124.32 | \$73.19                       | \$12,735.06 | \$73.19                        | \$12,735.06 |
| <b>13</b>                                                        |                     | \$67.72                     | \$11,783.28 | \$71.07                      | \$12,366.18 | \$74.64                       | \$12,987.36 | \$74.64                        | \$12,987.36 |
| <b>14</b>                                                        |                     | \$69.06                     | \$12,016.44 | \$72.50                      | \$12,615.00 | \$76.13                       | \$13,246.62 | \$76.13                        | \$13,246.62 |
| <b>15</b>                                                        |                     | \$70.44                     | \$12,256.56 | \$73.93                      | \$12,863.82 | \$77.64                       | \$13,509.36 | \$77.64                        | \$13,509.36 |
| <b>16</b>                                                        |                     |                             |             | \$75.42                      | \$13,123.08 | \$78.47                       | \$13,653.78 | \$78.47                        | \$13,653.78 |
| <b>17</b>                                                        |                     |                             |             |                              |             | \$80.06                       | \$13,930.44 | \$80.06                        | \$13,930.44 |
| <b>18</b>                                                        |                     |                             |             |                              |             | \$81.69                       | \$14,214.06 | \$81.69                        | \$14,214.06 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                             |             |                              |             |                               |             |                                |             |
|                                                                  |                     | <b>Hourly</b>               |             | <b>Hourly</b>                |             | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             |
|                                                                  | <b>Eve</b>          | \$6.00                      |             | \$6.00                       |             | \$6.00                        |             | \$6.00                         |             |
|                                                                  | <b>Night</b>        | \$6.00                      |             | \$6.00                       |             | \$6.00                        |             | \$6.00                         |             |
|                                                                  | <b>Weekend</b>      | \$3.50                      |             | \$3.50                       |             | \$3.50                        |             | \$3.50                         |             |
|                                                                  | <b>On-Call</b>      | \$12.00                     |             | \$12.00                      |             | \$12.00                       |             | \$12.00                        |             |
|                                                                  | <b>Charge Nurse</b> | \$2.00                      |             | \$2.00                       |             | \$2.00                        |             | \$0.00                         |             |

\*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

| UC DAVIS                                                  |                     |                                   |             |                                    |             |                                     |             |
|-----------------------------------------------------------|---------------------|-----------------------------------|-------------|------------------------------------|-------------|-------------------------------------|-------------|
| Effective December 2018                                   |                     |                                   |             |                                    |             |                                     |             |
| Step                                                      | Years of Experience | Coordinator, Transplant I<br>9110 |             | Coordinator, Transplant II<br>9111 |             | Coordinator, Transplant III<br>9125 |             |
|                                                           |                     | Hourly                            | Monthly     | Hourly                             | Monthly     | Hourly                              | Monthly     |
|                                                           | <6 mos              |                                   |             |                                    |             |                                     |             |
| 1                                                         | 1 year              | \$61.78                           | \$10,749.72 | \$64.87                            | \$11,287.38 | \$68.10                             | \$11,849.40 |
| 2                                                         | 2 years             | \$63.03                           | \$10,967.22 | \$66.20                            | \$11,518.80 | \$69.51                             | \$12,094.74 |
| 3                                                         | 3 years             | \$64.29                           | \$11,186.46 | \$67.50                            | \$11,745.00 | \$70.91                             | \$12,338.34 |
| 4                                                         | 4 years             | \$65.57                           | \$11,409.18 | \$68.86                            | \$11,981.64 | \$72.31                             | \$12,581.94 |
| 5                                                         | 5 years             | \$66.90                           | \$11,640.60 | \$70.25                            | \$12,223.50 | \$73.75                             | \$12,832.50 |
| 6                                                         | 6 years             | \$68.21                           | \$11,868.54 | \$71.65                            | \$12,467.10 | \$75.22                             | \$13,088.28 |
| 7                                                         | 7 years             | \$69.59                           | \$12,108.66 | \$73.06                            | \$12,712.44 | \$76.70                             | \$13,345.80 |
| 8                                                         | 9 years             | \$70.99                           | \$12,352.26 | \$74.53                            | \$12,968.22 | \$78.26                             | \$13,617.24 |
| 9                                                         | 11 years            | \$72.51                           | \$12,616.74 | \$76.13                            | \$13,246.62 | \$79.93                             | \$13,907.82 |
| 10                                                        | 13 years            | \$73.87                           | \$12,853.38 | \$77.56                            | \$13,495.44 | \$81.43                             | \$14,168.82 |
| 11                                                        | ≥16 years           | \$75.32                           | \$13,105.68 | \$79.09                            | \$13,761.66 | \$83.06                             | \$14,452.44 |
| 12                                                        |                     | \$76.83                           | \$13,368.42 | \$80.69                            | \$14,040.06 | \$84.70                             | \$14,737.80 |
| 13                                                        |                     | \$78.37                           | \$13,636.38 | \$82.29                            | \$14,318.46 | \$86.40                             | \$15,033.60 |
| 14                                                        |                     | \$79.92                           | \$13,906.08 | \$83.95                            | \$14,607.30 | \$88.12                             | \$15,332.88 |
| 15                                                        |                     | \$81.51                           | \$14,182.74 | \$85.60                            | \$14,894.40 | \$89.88                             | \$15,639.12 |
| 16                                                        |                     | \$82.42                           | \$14,341.08 | \$86.53                            | \$15,056.22 | \$90.86                             | \$15,809.64 |
| 17                                                        |                     | \$84.06                           | \$14,626.44 | \$88.28                            | \$15,360.72 | \$92.69                             | \$16,128.06 |
| 18                                                        |                     | \$85.77                           | \$14,923.98 | \$90.04                            | \$15,666.96 | \$94.56                             | \$16,453.44 |
| Shift Differential, On-Call and Charge Nurse Differential |                     |                                   |             |                                    |             |                                     |             |
|                                                           |                     | Hourly                            |             | Hourly                             |             | Hourly                              |             |
|                                                           | Eve                 | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |
|                                                           | Night               | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |
|                                                           | Weekend             | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |
|                                                           | On-Call             | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |
|                                                           | Charge Nurse        | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |



**UC DAVIS**  
**Effective December 2018**

| Step      | Years of Experience | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Anesthetist<br>9144 |             | Step      | Years of Experience | Nurse Anesthetist Sr. Ex<br>7864 |             |
|-----------|---------------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|---------------------------|-------------|-----------|---------------------|----------------------------------|-------------|
|           |                     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                    | Monthly     |           |                     | Hourly                           | Monthly     |
|           | <6 mos              |                              |             |                               |             |                                |             |                           |             |           |                     |                                  |             |
| <b>1</b>  | <b>1 year</b>       | \$63.52                      | \$11,052.48 | \$66.67                       | \$11,600.58 | \$73.33                        | \$12,759.42 | \$68.82                   | \$11,974.68 | <b>1</b>  | <b>&lt;1 year</b>   | \$103.89                         | \$18,076.86 |
| <b>2</b>  | <b>2 years</b>      | \$64.79                      | \$11,273.46 | \$68.01                       | \$11,833.74 | \$74.81                        | \$13,016.94 | \$70.18                   | \$12,211.32 | <b>2</b>  | <b>5 years</b>      | \$109.52                         | \$19,056.48 |
| <b>3</b>  | <b>3 years</b>      | \$66.05                      | \$11,492.70 | \$69.35                       | \$12,066.90 | \$76.29                        | \$13,274.46 | \$71.60                   | \$12,458.40 | <b>3</b>  | <b>10 years</b>     | \$117.20                         | \$20,392.80 |
| <b>4</b>  | <b>4 years</b>      | \$67.39                      | \$11,725.86 | \$70.74                       | \$12,308.76 | \$77.81                        | \$13,538.94 | \$73.04                   | \$12,708.96 | <b>4</b>  |                     |                                  |             |
| <b>5</b>  | <b>5 years</b>      | \$68.73                      | \$11,959.02 | \$72.15                       | \$12,554.10 | \$79.38                        | \$13,812.12 | \$74.47                   | \$12,957.78 | <b>5</b>  |                     |                                  |             |
| <b>6</b>  | <b>6 years</b>      | \$70.10                      | \$12,197.40 | \$73.60                       | \$12,806.40 | \$80.95                        | \$14,085.30 | \$75.98                   | \$13,220.52 | <b>6</b>  |                     |                                  |             |
| <b>7</b>  | <b>7 years</b>      | \$71.50                      | \$12,441.00 | \$75.07                       | \$13,062.18 | \$82.56                        | \$14,365.44 | \$77.50                   | \$13,485.00 | <b>7</b>  |                     |                                  |             |
| <b>8</b>  | <b>9 years</b>      | \$72.93                      | \$12,689.82 | \$76.58                       | \$13,324.92 | \$84.26                        | \$14,661.24 | \$79.04                   | \$13,752.96 | <b>8</b>  |                     |                                  |             |
| <b>9</b>  | <b>11 years</b>     | \$74.39                      | \$12,943.86 | \$78.12                       | \$13,592.88 | \$85.91                        | \$14,948.34 | \$80.64                   | \$14,031.36 | <b>9</b>  |                     |                                  |             |
| <b>10</b> | <b>13 years</b>     | \$75.87                      | \$13,201.38 | \$79.66                       | \$13,860.84 | \$87.63                        | \$15,247.62 | \$83.90                   | \$14,598.60 | <b>10</b> |                     |                                  |             |
| <b>11</b> | <b>≥16 years</b>    | \$77.40                      | \$13,467.60 | \$81.26                       | \$14,139.24 | \$89.40                        | \$15,555.60 | \$85.55                   | \$14,885.70 | <b>11</b> |                     |                                  |             |
| <b>12</b> |                     | \$78.95                      | \$13,737.30 | \$82.90                       | \$14,424.60 | \$91.18                        | \$15,865.32 | \$87.26                   | \$15,183.24 | <b>12</b> |                     |                                  |             |
| <b>13</b> |                     | \$80.53                      | \$14,012.22 | \$84.58                       | \$14,716.92 | \$93.00                        | \$16,182.00 | \$89.02                   | \$15,489.48 | <b>13</b> |                     |                                  |             |
| <b>14</b> |                     | \$82.15                      | \$14,294.10 | \$86.25                       | \$15,007.50 | \$94.87                        | \$16,507.38 | \$90.79                   | \$15,797.46 | <b>14</b> |                     |                                  |             |
| <b>15</b> |                     | \$83.78                      | \$14,577.72 | \$87.98                       | \$15,308.52 | \$96.76                        | \$16,836.24 | \$92.63                   | \$16,117.62 | <b>15</b> |                     |                                  |             |
| <b>16</b> |                     |                              |             |                               |             |                                |             |                           |             | <b>16</b> |                     |                                  |             |
| <b>17</b> |                     |                              |             |                               |             |                                |             |                           |             | <b>17</b> |                     |                                  |             |
| <b>18</b> |                     |                              |             |                               |             |                                |             |                           |             | <b>18</b> |                     |                                  |             |

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

|                     | Hourly  | Hourly  | Hourly  | Hourly |
|---------------------|---------|---------|---------|--------|
| <b>Eve</b>          | \$6.00  | \$6.00  | \$6.00  | \$2.75 |
| <b>Night</b>        | \$6.00  | \$6.00  | \$6.00  | \$4.75 |
| <b>Weekend</b>      | \$3.50  | \$3.50  | \$3.50  | \$1.60 |
| <b>On-Call</b>      | \$12.00 | \$12.00 | \$12.00 | \$9.00 |
| <b>Charge Nurse</b> | \$2.00  | \$2.00  | \$2.00  | \$2.00 |

\*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

| <b>UC DAVIS</b>                                                  |                                     |                                                 |                                                  |                                                 |                                                     |
|------------------------------------------------------------------|-------------------------------------|-------------------------------------------------|--------------------------------------------------|-------------------------------------------------|-----------------------------------------------------|
| <b>Effective December 2018</b>                                   |                                     |                                                 |                                                  |                                                 |                                                     |
| <b>Description</b>                                               | <b>Nurse,<br/>Per Diem<br/>9119</b> | <b>Home Health Nurse,<br/>Per Diem<br/>9114</b> | <b>Nurse Practitioner,<br/>Per Diem<br/>9160</b> | <b>Nurse Anesthetist,<br/>Per Diem<br/>9122</b> | <b>Nurse Anesthetist, Sr.<br/>Per Diem<br/>9121</b> |
|                                                                  | <b>Hourly</b>                       | <b>Hourly</b>                                   | <b>Hourly</b>                                    | <b>Hourly</b>                                   | <b>Hourly</b>                                       |
| Unit-Based                                                       | \$72.07                             | \$72.94                                         | \$88.53                                          | \$108.03                                        | \$127.26                                            |
| CP 3 shifts/mo                                                   | \$77.47                             |                                                 |                                                  |                                                 |                                                     |
| CP 6 shifts/mo                                                   | \$82.89                             |                                                 |                                                  |                                                 |                                                     |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                     |                                                 |                                                  |                                                 |                                                     |
|                                                                  | <b>Hourly</b>                       | <b>Hourly</b>                                   | <b>Hourly</b>                                    | <b>Hourly</b>                                   | <b>Hourly</b>                                       |
| <b>Eve</b>                                                       | \$6.00                              | \$6.00                                          | \$6.00                                           | \$4.45                                          | \$5.15                                              |
| <b>Night</b>                                                     | \$7.35                              | \$7.20                                          | \$6.00                                           | \$9.40                                          | \$10.90                                             |
| <b>Weekend</b>                                                   | \$3.50                              | \$3.50                                          | \$3.50                                           | \$1.60                                          | \$1.60                                              |
| <b>On-Call</b>                                                   | \$12.00                             | \$12.00                                         | \$12.00                                          | \$9.00                                          | \$9.00                                              |
| <b>Charge Nurse</b>                                              | \$0.00                              | \$0.00                                          | \$0.00                                           | \$0.00                                          | \$0.00                                              |

\*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

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| Step                                                             | Years of Experience | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse, Clinical IV<br>9137 |             |
|------------------------------------------------------------------|---------------------|---------------------------|------------|----------------------------|-------------|-----------------------------|-------------|----------------------------|-------------|
|                                                                  |                     | Hourly                    | Monthly    | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                     | Monthly     |
|                                                                  | <6 mos              | \$54.98                   | \$9,566.52 |                            |             |                             |             |                            |             |
| <b>1</b>                                                         | <b>1 year</b>       |                           |            | \$57.73                    | \$10,045.02 | \$60.61                     | \$10,546.14 | \$69.45                    | \$12,084.30 |
| <b>2</b>                                                         | <b>2 years</b>      |                           |            | \$58.86                    | \$10,241.64 | \$61.84                     | \$10,760.16 | \$70.84                    | \$12,326.16 |
| <b>3</b>                                                         | <b>3 years</b>      |                           |            | \$60.06                    | \$10,450.44 | \$63.07                     | \$10,974.18 | \$72.29                    | \$12,578.46 |
| <b>4</b>                                                         | <b>4 years</b>      |                           |            | \$61.26                    | \$10,659.24 | \$64.32                     | \$11,191.68 | \$73.72                    | \$12,827.28 |
| <b>5</b>                                                         | <b>5 years</b>      |                           |            | \$62.52                    | \$10,878.48 | \$65.62                     | \$11,417.88 | \$75.19                    | \$13,083.06 |
| <b>6</b>                                                         | <b>6 years</b>      |                           |            | \$63.75                    | \$11,092.50 | \$66.92                     | \$11,644.08 | \$76.69                    | \$13,344.06 |
| <b>7</b>                                                         | <b>7 years</b>      |                           |            | \$65.02                    | \$11,313.48 | \$68.26                     | \$11,877.24 | \$78.24                    | \$13,613.76 |
| <b>8</b>                                                         | <b>9 years</b>      |                           |            | \$66.32                    | \$11,539.68 | \$69.68                     | \$12,124.32 | \$79.81                    | \$13,886.94 |
| <b>9</b>                                                         | <b>11 years</b>     |                           |            | \$67.64                    | \$11,769.36 | \$71.12                     | \$12,374.88 | \$81.39                    | \$14,161.86 |
| <b>10</b>                                                        | <b>13 years</b>     |                           |            | \$68.97                    | \$12,000.78 | \$72.48                     | \$12,611.52 | \$83.01                    | \$14,443.74 |
| <b>11</b>                                                        | <b>≥16 years</b>    |                           |            | \$70.39                    | \$12,247.86 | \$73.90                     | \$12,858.60 | \$84.67                    | \$14,732.58 |
| <b>12</b>                                                        |                     |                           |            | \$71.77                    | \$12,487.98 | \$75.39                     | \$13,117.86 | \$86.36                    | \$15,026.64 |
| <b>13</b>                                                        |                     |                           |            | \$73.20                    | \$12,736.80 | \$76.88                     | \$13,377.12 | \$88.07                    | \$15,324.18 |
| <b>14</b>                                                        |                     |                           |            | \$74.68                    | \$12,994.32 | \$78.41                     | \$13,643.34 | \$89.85                    | \$15,633.90 |
| <b>15</b>                                                        |                     |                           |            | \$76.15                    | \$13,250.10 | \$79.97                     | \$13,914.78 | \$91.63                    | \$15,943.62 |
| <b>16</b>                                                        |                     |                           |            | \$77.68                    | \$13,516.32 | \$80.82                     | \$14,062.68 | \$92.86                    | \$16,157.64 |
| <b>17</b>                                                        |                     |                           |            |                            |             | \$82.46                     | \$14,348.04 | \$94.71                    | \$16,479.54 |
| <b>18</b>                                                        |                     |                           |            |                            |             | \$84.14                     | \$14,640.36 | \$96.59                    | \$16,806.66 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                           |            |                            |             |                             |             |                            |             |
|                                                                  |                     | <b>Hourly</b>             |            | <b>Hourly</b>              |             | <b>Hourly</b>               |             | <b>Hourly</b>              |             |
|                                                                  | <b>Eve</b>          | \$6.00                    |            | \$6.00                     |             | \$6.00                      |             | \$6.00                     |             |
|                                                                  | <b>Night</b>        | \$6.00                    |            | \$6.00                     |             | \$6.00                      |             | \$6.00                     |             |
|                                                                  | <b>Weekend</b>      | \$3.50                    |            | \$3.50                     |             | \$3.50                      |             | \$3.50                     |             |
|                                                                  | <b>On-Call</b>      | \$12.00                   |            | \$12.00                    |             | \$12.00                     |             | \$12.00                    |             |
|                                                                  | <b>Charge Nurse</b> | \$2.00                    |            | \$2.00                     |             | \$2.00                      |             | \$2.00                     |             |

\*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

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| Step      | Years of Experience | Home Health Nurse I<br>9118 |             | Home Health Nurse II<br>9117 |             | Home Health Nurse III<br>9116 |             | Nurse Administrative I<br>9134 |             |
|-----------|---------------------|-----------------------------|-------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|
|           |                     | Hourly                      | Monthly     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     |
|           | <6 mos              |                             |             |                              |             |                               |             |                                |             |
| <b>1</b>  | <b>1 year</b>       | \$54.98                     | \$9,566.52  | \$57.73                      | \$10,045.02 | \$60.61                       | \$10,546.14 | \$60.61                        | \$10,546.14 |
| <b>2</b>  | <b>2 years</b>      | \$56.09                     | \$9,759.66  | \$58.86                      | \$10,241.64 | \$61.84                       | \$10,760.16 | \$61.84                        | \$10,760.16 |
| <b>3</b>  | <b>3 years</b>      | \$57.19                     | \$9,951.06  | \$60.06                      | \$10,450.44 | \$63.07                       | \$10,974.18 | \$63.07                        | \$10,974.18 |
| <b>4</b>  | <b>4 years</b>      | \$58.36                     | \$10,154.64 | \$61.26                      | \$10,659.24 | \$64.32                       | \$11,191.68 | \$64.32                        | \$11,191.68 |
| <b>5</b>  | <b>5 years</b>      | \$59.49                     | \$10,351.26 | \$62.52                      | \$10,878.48 | \$65.62                       | \$11,417.88 | \$65.62                        | \$11,417.88 |
| <b>6</b>  | <b>6 years</b>      | \$60.73                     | \$10,567.02 | \$63.75                      | \$11,092.50 | \$66.92                       | \$11,644.08 | \$66.92                        | \$11,644.08 |
| <b>7</b>  | <b>7 years</b>      | \$61.94                     | \$10,777.56 | \$65.02                      | \$11,313.48 | \$68.26                       | \$11,877.24 | \$68.26                        | \$11,877.24 |
| <b>8</b>  | <b>9 years</b>      | \$63.19                     | \$10,995.06 | \$66.32                      | \$11,539.68 | \$69.68                       | \$12,124.32 | \$69.68                        | \$12,124.32 |
| <b>9</b>  | <b>11 years</b>     | \$64.45                     | \$11,214.30 | \$67.64                      | \$11,769.36 | \$71.12                       | \$12,374.88 | \$71.12                        | \$12,374.88 |
| <b>10</b> | <b>13 years</b>     | \$65.71                     | \$11,433.54 | \$68.97                      | \$12,000.78 | \$72.48                       | \$12,611.52 | \$72.48                        | \$12,611.52 |
| <b>11</b> | <b>≥16 years</b>    | \$67.04                     | \$11,664.96 | \$70.39                      | \$12,247.86 | \$73.90                       | \$12,858.60 | \$73.90                        | \$12,858.60 |
| <b>12</b> |                     | \$68.37                     | \$11,896.38 | \$71.77                      | \$12,487.98 | \$75.39                       | \$13,117.86 | \$75.39                        | \$13,117.86 |
| <b>13</b> |                     | \$69.75                     | \$12,136.50 | \$73.20                      | \$12,736.80 | \$76.88                       | \$13,377.12 | \$76.88                        | \$13,377.12 |
| <b>14</b> |                     | \$71.13                     | \$12,376.62 | \$74.68                      | \$12,994.32 | \$78.41                       | \$13,643.34 | \$78.41                        | \$13,643.34 |
| <b>15</b> |                     | \$72.55                     | \$12,623.70 | \$76.15                      | \$13,250.10 | \$79.97                       | \$13,914.78 | \$79.97                        | \$13,914.78 |
| <b>16</b> |                     |                             |             | \$77.68                      | \$13,516.32 | \$80.82                       | \$14,062.68 | \$80.82                        | \$14,062.68 |
| <b>17</b> |                     |                             |             |                              |             | \$82.46                       | \$14,348.04 | \$82.46                        | \$14,348.04 |
| <b>18</b> |                     |                             |             |                              |             | \$84.14                       | \$14,640.36 | \$84.14                        | \$14,640.36 |

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

|                     | Hourly  | Hourly  | Hourly  | Hourly  |
|---------------------|---------|---------|---------|---------|
| <b>Eve</b>          | \$6.00  | \$6.00  | \$6.00  | \$6.00  |
| <b>Night</b>        | \$6.00  | \$6.00  | \$6.00  | \$6.00  |
| <b>Weekend</b>      | \$3.50  | \$3.50  | \$3.50  | \$3.50  |
| <b>On-Call</b>      | \$12.00 | \$12.00 | \$12.00 | \$12.00 |
| <b>Charge Nurse</b> | \$2.00  | \$2.00  | \$2.00  | \$0.00  |

\*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

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| Step                                                             | Years of Experience | Coordinator, Transplant I<br>9110 |             | Coordinator, Transplant II<br>9111 |             | Coordinator, Transplant III<br>9125 |             |
|------------------------------------------------------------------|---------------------|-----------------------------------|-------------|------------------------------------|-------------|-------------------------------------|-------------|
|                                                                  |                     | Hourly                            | Monthly     | Hourly                             | Monthly     | Hourly                              | Monthly     |
|                                                                  | <6 mos              |                                   |             |                                    |             |                                     |             |
| <b>1</b>                                                         | <b>1 year</b>       | \$63.63                           | \$11,071.62 | \$66.82                            | \$11,626.68 | \$70.14                             | \$12,204.36 |
| <b>2</b>                                                         | <b>2 years</b>      | \$64.92                           | \$11,296.08 | \$68.19                            | \$11,865.06 | \$71.60                             | \$12,458.40 |
| <b>3</b>                                                         | <b>3 years</b>      | \$66.22                           | \$11,522.28 | \$69.53                            | \$12,098.22 | \$73.04                             | \$12,708.96 |
| <b>4</b>                                                         | <b>4 years</b>      | \$67.54                           | \$11,751.96 | \$70.93                            | \$12,341.82 | \$74.48                             | \$12,959.52 |
| <b>5</b>                                                         | <b>5 years</b>      | \$68.91                           | \$11,990.34 | \$72.36                            | \$12,590.64 | \$75.96                             | \$13,217.04 |
| <b>6</b>                                                         | <b>6 years</b>      | \$70.26                           | \$12,225.24 | \$73.80                            | \$12,841.20 | \$77.48                             | \$13,481.52 |
| <b>7</b>                                                         | <b>7 years</b>      | \$71.68                           | \$12,472.32 | \$75.25                            | \$13,093.50 | \$79.00                             | \$13,746.00 |
| <b>8</b>                                                         | <b>9 years</b>      | \$73.12                           | \$12,722.88 | \$76.77                            | \$13,357.98 | \$80.61                             | \$14,026.14 |
| <b>9</b>                                                         | <b>11 years</b>     | \$74.69                           | \$12,996.06 | \$78.41                            | \$13,643.34 | \$82.33                             | \$14,325.42 |
| <b>10</b>                                                        | <b>13 years</b>     | \$76.09                           | \$13,239.66 | \$79.89                            | \$13,900.86 | \$83.87                             | \$14,593.38 |
| <b>11</b>                                                        | <b>≥16 years</b>    | \$77.58                           | \$13,498.92 | \$81.46                            | \$14,174.04 | \$85.55                             | \$14,885.70 |
| <b>12</b>                                                        |                     | \$79.13                           | \$13,768.62 | \$83.11                            | \$14,461.14 | \$87.24                             | \$15,179.76 |
| <b>13</b>                                                        |                     | \$80.72                           | \$14,045.28 | \$84.76                            | \$14,748.24 | \$88.99                             | \$15,484.26 |
| <b>14</b>                                                        |                     | \$82.32                           | \$14,323.68 | \$86.47                            | \$15,045.78 | \$90.76                             | \$15,792.24 |
| <b>15</b>                                                        |                     | \$83.96                           | \$14,609.04 | \$88.17                            | \$15,341.58 | \$92.58                             | \$16,108.92 |
| <b>16</b>                                                        |                     | \$84.89                           | \$14,770.86 | \$89.13                            | \$15,508.62 | \$93.59                             | \$16,284.66 |
| <b>17</b>                                                        |                     | \$86.58                           | \$15,064.92 | \$90.93                            | \$15,821.82 | \$95.47                             | \$16,611.78 |
| <b>18</b>                                                        |                     | \$88.34                           | \$15,371.16 | \$92.74                            | \$16,136.76 | \$97.40                             | \$16,947.60 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                                   |             |                                    |             |                                     |             |
|                                                                  |                     | <b>Hourly</b>                     |             | <b>Hourly</b>                      |             | <b>Hourly</b>                       |             |
|                                                                  | <b>Eve</b>          | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |
|                                                                  | <b>Night</b>        | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |
|                                                                  | <b>Weekend</b>      | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |
|                                                                  | <b>On-Call</b>      | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |
|                                                                  | <b>Charge Nurse</b> | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |

\*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

| UC DAVIS                                                  |                     |                              |             |                               |             |                                |             |                           |             |      |                     |                                  |             |
|-----------------------------------------------------------|---------------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|---------------------------|-------------|------|---------------------|----------------------------------|-------------|
| Effective January 2019                                    |                     |                              |             |                               |             |                                |             |                           |             |      |                     |                                  |             |
| Step                                                      | Years of Experience | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Anesthetist<br>9144 |             | Step | Years of Experience | Nurse Anesthetist Sr. Ex<br>7864 |             |
|                                                           |                     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                    | Monthly     |      |                     | Hourly                           | Monthly     |
|                                                           | <6 mos              |                              |             |                               |             |                                |             |                           |             |      |                     |                                  |             |
| 1                                                         | 1 year              | \$65.43                      | \$11,384.82 | \$68.67                       | \$11,948.58 | \$75.53                        | \$13,142.22 | \$70.88                   | \$12,333.12 | 1    | <1 year             | \$107.01                         | \$18,619.74 |
| 2                                                         | 2 years             | \$66.73                      | \$11,611.02 | \$70.05                       | \$12,188.70 | \$77.05                        | \$13,406.70 | \$72.29                   | \$12,578.46 | 2    | 5 years             | \$112.81                         | \$19,628.94 |
| 3                                                         | 3 years             | \$68.03                      | \$11,837.22 | \$71.43                       | \$12,428.82 | \$78.58                        | \$13,672.92 | \$73.75                   | \$12,832.50 | 3    | 10 years            | \$120.72                         | \$21,005.28 |
| 4                                                         | 4 years             | \$69.41                      | \$12,077.34 | \$72.86                       | \$12,677.64 | \$80.14                        | \$13,944.36 | \$75.23                   | \$13,090.02 | 4    |                     |                                  |             |
| 5                                                         | 5 years             | \$70.79                      | \$12,317.46 | \$74.31                       | \$12,929.94 | \$81.76                        | \$14,226.24 | \$76.70                   | \$13,345.80 | 5    |                     |                                  |             |
| 6                                                         | 6 years             | \$72.20                      | \$12,562.80 | \$75.81                       | \$13,190.94 | \$83.38                        | \$14,508.12 | \$78.26                   | \$13,617.24 | 6    |                     |                                  |             |
| 7                                                         | 7 years             | \$73.65                      | \$12,815.10 | \$77.32                       | \$13,453.68 | \$85.04                        | \$14,796.96 | \$79.83                   | \$13,890.42 | 7    |                     |                                  |             |
| 8                                                         | 9 years             | \$75.12                      | \$13,070.88 | \$78.88                       | \$13,725.12 | \$86.79                        | \$15,101.46 | \$81.41                   | \$14,165.34 | 8    |                     |                                  |             |
| 9                                                         | 11 years            | \$76.62                      | \$13,331.88 | \$80.46                       | \$14,000.04 | \$88.49                        | \$15,397.26 | \$83.06                   | \$14,452.44 | 9    |                     |                                  |             |
| 10                                                        | 13 years            | \$78.15                      | \$13,598.10 | \$82.05                       | \$14,276.70 | \$90.26                        | \$15,705.24 | \$86.42                   | \$15,037.08 | 10   |                     |                                  |             |
| 11                                                        | ≥16 years           | \$79.72                      | \$13,871.28 | \$83.70                       | \$14,563.80 | \$92.08                        | \$16,021.92 | \$88.12                   | \$15,332.88 | 11   |                     |                                  |             |
| 12                                                        |                     | \$81.32                      | \$14,149.68 | \$85.39                       | \$14,857.86 | \$93.92                        | \$16,342.08 | \$89.88                   | \$15,639.12 | 12   |                     |                                  |             |
| 13                                                        |                     | \$82.95                      | \$14,433.30 | \$87.12                       | \$15,158.88 | \$95.79                        | \$16,667.46 | \$91.69                   | \$15,954.06 | 13   |                     |                                  |             |
| 14                                                        |                     | \$84.61                      | \$14,722.14 | \$88.84                       | \$15,458.16 | \$97.72                        | \$17,003.28 | \$93.51                   | \$16,270.74 | 14   |                     |                                  |             |
| 15                                                        |                     | \$86.29                      | \$15,014.46 | \$90.62                       | \$15,767.88 | \$99.66                        | \$17,340.84 | \$95.41                   | \$16,601.34 | 15   |                     |                                  |             |
| 16                                                        |                     |                              |             |                               |             |                                |             |                           |             | 16   |                     |                                  |             |
| 17                                                        |                     |                              |             |                               |             |                                |             |                           |             | 17   |                     |                                  |             |
| 18                                                        |                     |                              |             |                               |             |                                |             |                           |             | 18   |                     |                                  |             |
| Shift Differential, On-Call and Charge Nurse Differential |                     |                              |             |                               |             |                                |             |                           |             |      |                     |                                  |             |
|                                                           |                     | Hourly                       |             | Hourly                        |             | Hourly                         |             | Hourly                    |             |      |                     |                                  |             |
|                                                           | <b>Eve</b>          | \$6.00                       |             | \$6.00                        |             | \$6.00                         |             | \$2.75                    |             |      |                     |                                  |             |
|                                                           | <b>Night</b>        | \$6.00                       |             | \$6.00                        |             | \$6.00                         |             | \$4.75                    |             |      |                     |                                  |             |
|                                                           | <b>Weekend</b>      | \$3.50                       |             | \$3.50                        |             | \$3.50                         |             | \$1.60                    |             |      |                     |                                  |             |
|                                                           | <b>On-Call</b>      | \$12.00                      |             | \$12.00                       |             | \$12.00                        |             | \$9.00                    |             |      |                     |                                  |             |
|                                                           | <b>Charge Nurse</b> | \$2.00                       |             | \$2.00                        |             | \$2.00                         |             | \$2.00                    |             |      |                     |                                  |             |

**UC DAVIS**  
**Effective January 2019**

| <b>Description</b>                                               | <b>Nurse, Per Diem<br/>9119</b> | <b>Home Health Nurse,<br/>Per Diem<br/>9114</b> | <b>Nurse Practitioner,<br/>Per Diem<br/>9160</b> | <b>Nurse Anesthetist,<br/>Per Diem<br/>9122</b> | <b>Nurse Anesthetist, Sr.<br/>Per Diem<br/>9121</b> |
|------------------------------------------------------------------|---------------------------------|-------------------------------------------------|--------------------------------------------------|-------------------------------------------------|-----------------------------------------------------|
|                                                                  | <b>Hourly</b>                   | <b>Hourly</b>                                   | <b>Hourly</b>                                    | <b>Hourly</b>                                   | <b>Hourly</b>                                       |
| Unit-Based                                                       | \$74.23                         | \$75.13                                         | \$91.19                                          | \$111.27                                        | \$131.08                                            |
| CP 3 shifts/mo                                                   | \$79.79                         |                                                 |                                                  |                                                 |                                                     |
| CP 6 shifts/mo                                                   | \$85.38                         |                                                 |                                                  |                                                 |                                                     |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                 |                                                 |                                                  |                                                 |                                                     |
|                                                                  | <b>Hourly</b>                   | <b>Hourly</b>                                   | <b>Hourly</b>                                    | <b>Hourly</b>                                   | <b>Hourly</b>                                       |
| <b>Eve</b>                                                       | \$6.00                          | \$6.00                                          | \$6.00                                           | \$4.45                                          | \$5.15                                              |
| <b>Night</b>                                                     | \$7.35                          | \$7.20                                          | \$6.00                                           | \$9.40                                          | \$10.90                                             |
| <b>Weekend</b>                                                   | \$3.50                          | \$3.50                                          | \$3.50                                           | \$1.60                                          | \$1.60                                              |
| <b>On-Call</b>                                                   | \$12.00                         | \$12.00                                         | \$12.00                                          | \$9.00                                          | \$9.00                                              |
| <b>Charge Nurse</b>                                              | \$0.00                          | \$0.00                                          | \$0.00                                           | \$0.00                                          | \$0.00                                              |

**UC DAVIS  
Effective January 2020**

| Step                                                             | Years of Experience | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse, Clinical IV<br>9137 |             |
|------------------------------------------------------------------|---------------------|---------------------------|------------|----------------------------|-------------|-----------------------------|-------------|----------------------------|-------------|
|                                                                  |                     | Hourly                    |            | Hourly                     |             | Hourly                      |             | Hourly                     |             |
|                                                                  | <6 mos              | \$56.63                   | \$9,853.52 |                            |             |                             |             |                            |             |
| <b>1</b>                                                         | <b>1 year</b>       |                           |            | \$59.46                    | \$10,346.37 | \$62.43                     | \$10,862.52 | \$71.53                    | \$12,446.83 |
| <b>2</b>                                                         | <b>2 years</b>      |                           |            | \$60.63                    | \$10,548.89 | \$63.70                     | \$11,082.96 | \$72.97                    | \$12,695.94 |
| <b>3</b>                                                         | <b>3 years</b>      |                           |            | \$61.86                    | \$10,763.95 | \$64.96                     | \$11,303.41 | \$74.46                    | \$12,955.81 |
| <b>4</b>                                                         | <b>4 years</b>      |                           |            | \$63.10                    | \$10,979.02 | \$66.25                     | \$11,527.43 | \$75.93                    | \$13,212.10 |
| <b>5</b>                                                         | <b>5 years</b>      |                           |            | \$64.40                    | \$11,204.83 | \$67.59                     | \$11,760.42 | \$77.45                    | \$13,475.55 |
| <b>6</b>                                                         | <b>6 years</b>      |                           |            | \$65.66                    | \$11,425.28 | \$68.93                     | \$11,993.40 | \$78.99                    | \$13,744.38 |
| <b>7</b>                                                         | <b>7 years</b>      |                           |            | \$66.97                    | \$11,652.88 | \$70.31                     | \$12,233.56 | \$80.59                    | \$14,022.17 |
| <b>8</b>                                                         | <b>9 years</b>      |                           |            | \$68.31                    | \$11,885.87 | \$71.77                     | \$12,488.05 | \$82.20                    | \$14,303.55 |
| <b>9</b>                                                         | <b>11 years</b>     |                           |            | \$69.67                    | \$12,122.44 | \$73.25                     | \$12,746.13 | \$83.83                    | \$14,586.72 |
| <b>10</b>                                                        | <b>13 years</b>     |                           |            | \$71.04                    | \$12,360.80 | \$74.65                     | \$12,989.87 | \$85.50                    | \$14,877.05 |
| <b>11</b>                                                        | <b>&gt;16 years</b> |                           |            | \$72.50                    | \$12,615.30 | \$76.12                     | \$13,244.36 | \$87.21                    | \$15,174.56 |
| <b>12</b>                                                        |                     |                           |            | \$73.92                    | \$12,862.62 | \$77.65                     | \$13,511.40 | \$88.95                    | \$15,477.44 |
| <b>13</b>                                                        |                     |                           |            | \$75.40                    | \$13,118.90 | \$79.19                     | \$13,778.43 | \$90.71                    | \$15,783.91 |
| <b>14</b>                                                        |                     |                           |            | \$76.92                    | \$13,384.15 | \$80.76                     | \$14,052.64 | \$92.55                    | \$16,102.92 |
| <b>15</b>                                                        |                     |                           |            | \$78.43                    | \$13,647.60 | \$82.37                     | \$14,332.22 | \$94.38                    | \$16,421.93 |
| <b>16</b>                                                        |                     |                           |            | \$80.01                    | \$13,921.81 | \$83.24                     | \$14,484.56 | \$95.65                    | \$16,642.37 |
| <b>17</b>                                                        |                     |                           |            |                            |             | \$84.93                     | \$14,778.48 | \$97.55                    | \$16,973.93 |
| <b>18</b>                                                        |                     |                           |            |                            |             | \$86.66                     | \$15,079.57 | \$99.49                    | \$17,310.86 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                           |            |                            |             |                             |             |                            |             |
|                                                                  |                     | <b>Hourly</b>             |            | <b>Hourly</b>              |             | <b>Hourly</b>               |             | <b>Hourly</b>              |             |
|                                                                  | <b>Eve</b>          | \$6.00                    |            | \$6.00                     |             | \$6.00                      |             | \$6.00                     |             |
|                                                                  | <b>Night</b>        | \$6.00                    |            | \$6.00                     |             | \$6.00                      |             | \$6.00                     |             |
|                                                                  | <b>Weekend</b>      | \$3.50                    |            | \$3.50                     |             | \$3.50                      |             | \$3.50                     |             |
|                                                                  | <b>On-Call</b>      | \$12.00                   |            | \$12.00                    |             | \$12.00                     |             | \$12.00                    |             |
|                                                                  | <b>Charge Nurse</b> | \$2.00                    |            | \$2.00                     |             | \$2.00                      |             | \$2.00                     |             |

\*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.



**UC DAVIS**  
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| Step                                                             | Years of Experience | Home Health Nurse II 9118 |             | Home Health Nurse II 9117 |             | Home Health Nurse III 9116 |             | Nurse Administrative I 9134 |             |
|------------------------------------------------------------------|---------------------|---------------------------|-------------|---------------------------|-------------|----------------------------|-------------|-----------------------------|-------------|
|                                                                  |                     | Hourly                    |             | Hourly                    |             | Hourly                     |             | Hourly                      |             |
|                                                                  | <6 mos              |                           |             |                           |             |                            |             |                             |             |
| <b>1</b>                                                         | <b>1 year</b>       | \$56.63                   | \$9,853.52  | \$59.46                   | \$10,346.37 | \$62.43                    | \$10,862.52 | \$62.43                     | \$10,862.52 |
| <b>2</b>                                                         | <b>2 years</b>      | \$57.77                   | \$10,052.45 | \$60.63                   | \$10,548.89 | \$63.70                    | \$11,082.96 | \$63.70                     | \$11,082.96 |
| <b>3</b>                                                         | <b>3 years</b>      | \$58.91                   | \$10,249.59 | \$61.86                   | \$10,763.95 | \$64.96                    | \$11,303.41 | \$64.96                     | \$11,303.41 |
| <b>4</b>                                                         | <b>4 years</b>      | \$60.11                   | \$10,459.28 | \$63.10                   | \$10,979.02 | \$66.25                    | \$11,527.43 | \$66.25                     | \$11,527.43 |
| <b>5</b>                                                         | <b>5 years</b>      | \$61.27                   | \$10,661.80 | \$64.40                   | \$11,204.83 | \$67.59                    | \$11,760.42 | \$67.59                     | \$11,760.42 |
| <b>6</b>                                                         | <b>6 years</b>      | \$62.55                   | \$10,884.03 | \$65.66                   | \$11,425.28 | \$68.93                    | \$11,993.40 | \$68.93                     | \$11,993.40 |
| <b>7</b>                                                         | <b>7 years</b>      | \$63.80                   | \$11,100.89 | \$66.97                   | \$11,652.88 | \$70.31                    | \$12,233.56 | \$70.31                     | \$12,233.56 |
| <b>8</b>                                                         | <b>9 years</b>      | \$65.09                   | \$11,324.91 | \$68.31                   | \$11,885.87 | \$71.77                    | \$12,488.05 | \$71.77                     | \$12,488.05 |
| <b>9</b>                                                         | <b>11 years</b>     | \$66.38                   | \$11,550.73 | \$69.67                   | \$12,122.44 | \$73.25                    | \$12,746.13 | \$73.25                     | \$12,746.13 |
| <b>10</b>                                                        | <b>13 years</b>     | \$67.68                   | \$11,776.55 | \$71.04                   | \$12,360.80 | \$74.65                    | \$12,989.87 | \$74.65                     | \$12,989.87 |
| <b>11</b>                                                        | <b>&gt;16 years</b> | \$69.05                   | \$12,014.91 | \$72.50                   | \$12,615.30 | \$76.12                    | \$13,244.36 | \$76.12                     | \$13,244.36 |
| <b>12</b>                                                        |                     | \$70.42                   | \$12,253.27 | \$73.92                   | \$12,862.62 | \$77.65                    | \$13,511.40 | \$77.65                     | \$13,511.40 |
| <b>13</b>                                                        |                     | \$71.84                   | \$12,500.60 | \$75.40                   | \$13,118.90 | \$79.19                    | \$13,778.43 | \$79.19                     | \$13,778.43 |
| <b>14</b>                                                        |                     | \$73.26                   | \$12,747.92 | \$76.92                   | \$13,384.15 | \$80.76                    | \$14,052.64 | \$80.76                     | \$14,052.64 |
| <b>15</b>                                                        |                     | \$74.73                   | \$13,002.41 | \$78.43                   | \$13,647.60 | \$82.37                    | \$14,332.22 | \$82.37                     | \$14,332.22 |
| <b>16</b>                                                        |                     |                           |             | \$80.01                   | \$13,921.81 | \$83.24                    | \$14,484.56 | \$83.24                     | \$14,484.56 |
| <b>17</b>                                                        |                     |                           |             |                           |             | \$84.93                    | \$14,778.48 | \$84.93                     | \$14,778.48 |
| <b>18</b>                                                        |                     |                           |             |                           |             | \$86.66                    | \$15,079.57 | \$86.66                     | \$15,079.57 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                           |             |                           |             |                            |             |                             |             |
|                                                                  |                     | <b>Hourly</b>             |             | <b>Hourly</b>             |             | <b>Hourly</b>              |             | <b>Hourly</b>               |             |
|                                                                  | <b>Eve</b>          | \$6.00                    |             | \$6.00                    |             | \$6.00                     |             | \$6.00                      |             |
|                                                                  | <b>Night</b>        | \$6.00                    |             | \$6.00                    |             | \$6.00                     |             | \$6.00                      |             |
|                                                                  | <b>Weekend</b>      | \$3.50                    |             | \$3.50                    |             | \$3.50                     |             | \$3.50                      |             |
|                                                                  | <b>On-Call</b>      | \$12.00                   |             | \$12.00                   |             | \$12.00                    |             | \$12.00                     |             |
|                                                                  | <b>Charge Nurse</b> | \$2.00                    |             | \$2.00                    |             | \$2.00                     |             | \$0.00                      |             |

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| Step                                                             | Years of Experience | Coordinator, Transplant I<br>9110 |             | Coordinator, Transplant II<br>9111 |             | Coordinator, Transplant III<br>9125 |             |
|------------------------------------------------------------------|---------------------|-----------------------------------|-------------|------------------------------------|-------------|-------------------------------------|-------------|
|                                                                  |                     | Hourly                            |             | Hourly                             |             | Hourly                              |             |
|                                                                  | <6 mos              |                                   |             |                                    |             |                                     |             |
| <b>1</b>                                                         | <b>1 year</b>       | \$65.54                           | \$11,403.77 | \$68.82                            | \$11,975.48 | \$72.24                             | \$12,570.49 |
| <b>2</b>                                                         | <b>2 years</b>      | \$66.87                           | \$11,634.96 | \$70.24                            | \$12,221.01 | \$73.75                             | \$12,832.15 |
| <b>3</b>                                                         | <b>3 years</b>      | \$68.21                           | \$11,867.95 | \$71.62                            | \$12,461.17 | \$75.23                             | \$13,090.23 |
| <b>4</b>                                                         | <b>4 years</b>      | \$69.57                           | \$12,104.52 | \$73.06                            | \$12,712.07 | \$76.71                             | \$13,348.31 |
| <b>5</b>                                                         | <b>5 years</b>      | \$70.98                           | \$12,350.05 | \$74.53                            | \$12,968.36 | \$78.24                             | \$13,613.55 |
| <b>6</b>                                                         | <b>6 years</b>      | \$72.37                           | \$12,592.00 | \$76.01                            | \$13,226.44 | \$79.80                             | \$13,885.97 |
| <b>7</b>                                                         | <b>7 years</b>      | \$73.83                           | \$12,846.49 | \$77.51                            | \$13,486.31 | \$81.37                             | \$14,158.38 |
| <b>8</b>                                                         | <b>9 years</b>      | \$75.31                           | \$13,104.57 | \$79.07                            | \$13,758.72 | \$83.03                             | \$14,446.92 |
| <b>9</b>                                                         | <b>11 years</b>     | \$76.93                           | \$13,385.94 | \$80.76                            | \$14,052.64 | \$84.80                             | \$14,755.18 |
| <b>10</b>                                                        | <b>13 years</b>     | \$78.37                           | \$13,636.85 | \$82.29                            | \$14,317.89 | \$86.39                             | \$15,031.18 |
| <b>11</b>                                                        | <b>&gt;16 years</b> | \$79.91                           | \$13,903.89 | \$83.90                            | \$14,599.26 | \$88.12                             | \$15,332.27 |
| <b>12</b>                                                        |                     | \$81.50                           | \$14,181.68 | \$85.60                            | \$14,894.97 | \$89.86                             | \$15,635.15 |
| <b>13</b>                                                        |                     | \$83.14                           | \$14,466.64 | \$87.30                            | \$15,190.69 | \$91.66                             | \$15,948.79 |
| <b>14</b>                                                        |                     | \$84.79                           | \$14,753.39 | \$89.06                            | \$15,497.15 | \$93.48                             | \$16,266.01 |
| <b>15</b>                                                        |                     | \$86.48                           | \$15,047.31 | \$90.82                            | \$15,801.83 | \$95.36                             | \$16,592.19 |
| <b>16</b>                                                        |                     | \$87.44                           | \$15,213.99 | \$91.80                            | \$15,973.88 | \$96.40                             | \$16,773.20 |
| <b>17</b>                                                        |                     | \$89.18                           | \$15,516.87 | \$93.66                            | \$16,296.47 | \$98.33                             | \$17,110.13 |
| <b>18</b>                                                        |                     | \$90.99                           | \$15,832.29 | \$95.52                            | \$16,620.86 | \$100.32                            | \$17,456.03 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                                   |             |                                    |             |                                     |             |
|                                                                  |                     | <b>Hourly</b>                     |             | <b>Hourly</b>                      |             | <b>Hourly</b>                       |             |
|                                                                  | <b>Even</b>         | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |
|                                                                  | <b>Night</b>        | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |
|                                                                  | <b>Weekend</b>      | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |
|                                                                  | <b>On-Call</b>      | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |
|                                                                  | <b>Charge Nurse</b> | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |

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| Step                                                             | Years of Experience | Nurse Practitioner III 9148 |             | Nurse Practitioner II 9147 |             | Nurse Practitioner III 9146 |             | Nurse Anesthetist 9144 |             | Step | Years of Experience | Nurse Anesthetist Sr. Ex 7864 |             |
|------------------------------------------------------------------|---------------------|-----------------------------|-------------|----------------------------|-------------|-----------------------------|-------------|------------------------|-------------|------|---------------------|-------------------------------|-------------|
|                                                                  |                     | Hourly                      |             | Hourly                     |             | Hourly                      |             | Hourly                 |             |      |                     | Hourly                        |             |
|                                                                  | <6 mos              |                             |             |                            |             |                             |             |                        |             |      |                     |                               |             |
| 1                                                                | 1 year              | \$67.39                     | \$11,726.36 | \$70.73                    | \$12,307.04 | \$77.80                     | \$13,536.49 | \$73.01                | \$12,703.11 | 1    | <1 year             | \$110.22                      | \$19,178.33 |
| 2                                                                | 2 years             | \$68.73                     | \$11,959.35 | \$72.15                    | \$12,554.36 | \$79.36                     | \$13,808.90 | \$74.46                | \$12,955.81 | 2    | 5 years             | \$116.19                      | \$20,217.81 |
| 3                                                                | 3 years             | \$70.07                     | \$12,192.34 | \$73.57                    | \$12,801.68 | \$80.94                     | \$14,083.11 | \$75.96                | \$13,217.48 | 3    | 10 years            | \$124.34                      | \$21,635.44 |
| 4                                                                | 4 years             | \$71.49                     | \$12,439.66 | \$75.05                    | \$13,057.97 | \$82.54                     | \$14,362.69 | \$77.49                | \$13,482.72 | 4    |                     |                               |             |
| 5                                                                | 5 years             | \$72.91                     | \$12,686.98 | \$76.54                    | \$13,317.84 | \$84.21                     | \$14,653.03 | \$79.00                | \$13,746.17 | 5    |                     |                               |             |
| 6                                                                | 6 years             | \$74.37                     | \$12,939.68 | \$78.08                    | \$13,586.67 | \$85.88                     | \$14,943.36 | \$80.61                | \$14,025.76 | 6    |                     |                               |             |
| 7                                                                | 7 years             | \$75.86                     | \$13,199.55 | \$79.64                    | \$13,857.29 | \$87.59                     | \$15,240.87 | \$82.22                | \$14,307.13 | 7    |                     |                               |             |
| 8                                                                | 9 years             | \$77.37                     | \$13,463.01 | \$81.25                    | \$14,136.87 | \$89.39                     | \$15,554.50 | \$83.85                | \$14,590.30 | 8    |                     |                               |             |
| 9                                                                | 11 years            | \$78.92                     | \$13,731.84 | \$82.87                    | \$14,420.04 | \$91.14                     | \$15,859.18 | \$85.55                | \$14,886.01 | 9    |                     |                               |             |
| 10                                                               | 13 years            | \$80.49                     | \$14,006.04 | \$84.51                    | \$14,705.00 | \$92.97                     | \$16,176.40 | \$89.01                | \$15,488.19 | 10   |                     |                               |             |
| 11                                                               | >16 years           | \$82.11                     | \$14,287.42 | \$86.21                    | \$15,000.71 | \$94.84                     | \$16,502.58 | \$90.76                | \$15,792.87 | 11   |                     |                               |             |
| 12                                                               |                     | \$83.76                     | \$14,574.17 | \$87.95                    | \$15,303.60 | \$96.74                     | \$16,832.34 | \$92.58                | \$16,108.29 | 12   |                     |                               |             |
| 13                                                               |                     | \$85.44                     | \$14,866.30 | \$89.73                    | \$15,613.65 | \$98.66                     | \$17,167.48 | \$94.44                | \$16,432.68 | 13   |                     |                               |             |
| 14                                                               |                     | \$87.15                     | \$15,163.80 | \$91.51                    | \$15,921.90 | \$100.65                    | \$17,513.38 | \$96.32                | \$16,758.86 | 14   |                     |                               |             |
| 15                                                               |                     | \$88.88                     | \$15,464.89 | \$93.34                    | \$16,240.92 | \$102.65                    | \$17,861.07 | \$98.27                | \$17,099.38 | 15   |                     |                               |             |
| 16                                                               |                     |                             |             |                            |             |                             |             |                        |             | 16   |                     |                               |             |
| 17                                                               |                     |                             |             |                            |             |                             |             |                        |             | 17   |                     |                               |             |
| 18                                                               |                     |                             |             |                            |             |                             |             |                        |             | 18   |                     |                               |             |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                             |             |                            |             |                             |             |                        |             |      |                     |                               |             |
|                                                                  |                     | <b>Hourly</b>               |             | <b>Hourly</b>              |             | <b>Hourly</b>               |             | <b>Hourly</b>          |             |      |                     |                               |             |
|                                                                  | <b>Eve</b>          | \$6.00                      |             | \$6.00                     |             | \$6.00                      |             | \$2.75                 |             |      |                     |                               |             |
|                                                                  | <b>Night</b>        | \$6.00                      |             | \$6.00                     |             | \$6.00                      |             | \$4.75                 |             |      |                     |                               |             |
|                                                                  | <b>Weekend</b>      | \$3.50                      |             | \$3.50                     |             | \$3.50                      |             | \$1.60                 |             |      |                     |                               |             |
|                                                                  | <b>On-Call</b>      | \$12.00                     |             | \$12.00                    |             | \$12.00                     |             | \$9.00                 |             |      |                     |                               |             |
|                                                                  | <b>Charge Nurse</b> | \$2.00                      |             | \$2.00                     |             | \$2.00                      |             | \$2.00                 |             |      |                     |                               |             |

\*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

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| <b>Description</b>                                               | <b>Nurse,<br/>Per Diem<br/>9119</b> | <b>Home Health Nurse,<br/>Per Diem<br/>9114</b> | <b>Nurse Practitioner,<br/>Per Diem<br/>9160</b> | <b>Nurse Anesthetist,<br/>Per Diem<br/>9122</b> | <b>Nurse Anesthetist, Sr.<br/>Per Diem<br/>9121</b> |
|------------------------------------------------------------------|-------------------------------------|-------------------------------------------------|--------------------------------------------------|-------------------------------------------------|-----------------------------------------------------|
|                                                                  | <b>Hourly</b>                       | <b>Hourly</b>                                   | <b>Hourly</b>                                    | <b>Hourly</b>                                   | <b>Hourly</b>                                       |
| <b>Unit-Based</b>                                                | \$76.46                             | \$77.38                                         | \$93.93                                          | \$114.61                                        | \$135.01                                            |
| CP 3 shifts/mo                                                   | \$82.18                             |                                                 |                                                  |                                                 |                                                     |
| CP 6 shifts/mo                                                   | \$87.94                             |                                                 |                                                  |                                                 |                                                     |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                     |                                                 |                                                  |                                                 |                                                     |
|                                                                  | <b>Hourly</b>                       | <b>Hourly</b>                                   | <b>Hourly</b>                                    | <b>Hourly</b>                                   | <b>Hourly</b>                                       |
| <b>Eve</b>                                                       | \$6.00                              | \$6.00                                          | \$6.00                                           | \$4.45                                          | \$5.15                                              |
| <b>Night</b>                                                     | \$7.35                              | \$7.20                                          | \$6.00                                           | \$9.40                                          | \$10.90                                             |
| <b>Weekend</b>                                                   | \$3.50                              | \$3.50                                          | \$3.50                                           | \$1.60                                          | \$1.60                                              |
| <b>On-Call</b>                                                   | \$12.00                             | \$12.00                                         | \$12.00                                          | \$9.00                                          | \$9.00                                              |
| <b>Charge Nurse</b>                                              | \$0.00                              | \$0.00                                          | \$0.00                                           | \$0.00                                          | \$0.00                                              |

| UC DAVIS                                                  |                     |                           |             |                            |             |                             |             |                            |             |
|-----------------------------------------------------------|---------------------|---------------------------|-------------|----------------------------|-------------|-----------------------------|-------------|----------------------------|-------------|
| Effective January 2021                                    |                     |                           |             |                            |             |                             |             |                            |             |
| Step                                                      | Years of Experience | Nurse, Clinical I<br>9140 |             | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse, Clinical IV<br>9137 |             |
|                                                           |                     | Hourly                    | Monthly     | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                     | Monthly     |
|                                                           | <6 mos              | \$58.33                   | \$10,149.12 |                            |             |                             |             |                            |             |
| 1                                                         | 1 year              |                           |             | \$61.25                    | \$10,656.76 | \$64.30                     | \$11,188.40 | \$73.68                    | \$12,820.23 |
| 2                                                         | 2 years             |                           |             | \$62.44                    | \$10,865.36 | \$65.61                     | \$11,415.45 | \$75.15                    | \$13,076.82 |
| 3                                                         | 3 years             |                           |             | \$63.72                    | \$11,086.87 | \$66.91                     | \$11,642.51 | \$76.69                    | \$13,344.49 |
| 4                                                         | 4 years             |                           |             | \$64.99                    | \$11,308.39 | \$68.24                     | \$11,873.25 | \$78.21                    | \$13,608.46 |
| 5                                                         | 5 years             |                           |             | \$66.33                    | \$11,540.98 | \$69.62                     | \$12,113.23 | \$79.77                    | \$13,879.82 |
| 6                                                         | 6 years             |                           |             | \$67.63                    | \$11,768.03 | \$71.00                     | \$12,353.20 | \$81.36                    | \$14,156.71 |
| 7                                                         | 7 years             |                           |             | \$68.98                    | \$12,002.47 | \$72.42                     | \$12,600.56 | \$83.00                    | \$14,442.84 |
| 8                                                         | 9 years             |                           |             | \$70.36                    | \$12,242.45 | \$73.92                     | \$12,862.69 | \$84.67                    | \$14,732.65 |
| 9                                                         | 11 years            |                           |             | \$71.76                    | \$12,486.11 | \$75.45                     | \$13,128.51 | \$86.35                    | \$15,024.32 |
| 10                                                        | 13 years            |                           |             | \$73.17                    | \$12,731.63 | \$76.89                     | \$13,379.56 | \$88.07                    | \$15,323.36 |
| 11                                                        | ≥16 years           |                           |             | \$74.68                    | \$12,993.75 | \$78.40                     | \$13,641.69 | \$89.83                    | \$15,629.79 |
| 12                                                        |                     |                           |             | \$76.14                    | \$13,248.50 | \$79.98                     | \$13,916.74 | \$91.62                    | \$15,941.76 |
| 13                                                        |                     |                           |             | \$77.66                    | \$13,512.47 | \$81.56                     | \$14,191.79 | \$93.43                    | \$16,257.42 |
| 14                                                        |                     |                           |             | \$79.23                    | \$13,785.67 | \$83.19                     | \$14,474.22 | \$95.32                    | \$16,586.00 |
| 15                                                        |                     |                           |             | \$80.79                    | \$14,057.03 | \$84.84                     | \$14,762.19 | \$97.21                    | \$16,914.59 |
| 16                                                        |                     |                           |             | \$82.41                    | \$14,339.46 | \$85.74                     | \$14,919.10 | \$98.52                    | \$17,141.64 |
| 17                                                        |                     |                           |             |                            |             | \$87.48                     | \$15,221.84 | \$100.48                   | \$17,483.14 |
| 18                                                        |                     |                           |             |                            |             | \$89.26                     | \$15,531.96 | \$102.47                   | \$17,830.19 |
| Shift Differential, On-Call and Charge Nurse Differential |                     |                           |             |                            |             |                             |             |                            |             |
|                                                           |                     | Hourly                    |             | Hourly                     |             | Hourly                      |             | Hourly                     |             |
|                                                           | Eve                 | \$6.00                    |             | \$6.00                     |             | \$6.00                      |             | \$6.00                     |             |
|                                                           | Night               | \$6.00                    |             | \$6.00                     |             | \$6.00                      |             | \$6.00                     |             |
|                                                           | Weekend             | \$3.50                    |             | \$3.50                     |             | \$3.50                      |             | \$3.50                     |             |
|                                                           | On-Call             | \$12.00                   |             | \$12.00                    |             | \$12.00                     |             | \$12.00                    |             |
|                                                           | Charge Nurse        | \$2.00                    |             | \$2.00                     |             | \$2.00                      |             | \$2.00                     |             |

\*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

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| Step | Years of Experience | Home Health Nurse I<br>9118 |             | Home Health Nurse II<br>9117 |             | Home Health Nurse III<br>9116 |             | Nurse Administrative I<br>9134 |             |
|------|---------------------|-----------------------------|-------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|
|      |                     | Hourly                      | Monthly     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     |
|      | <6 mos              |                             |             |                              |             |                               |             |                                |             |
| 1    | 1 year              | \$58.33                     | \$10,149.12 | \$61.25                      | \$10,656.76 | \$64.30                       | \$11,188.40 | \$64.30                        | \$11,188.40 |
| 2    | 2 years             | \$59.51                     | \$10,354.02 | \$62.44                      | \$10,865.36 | \$65.61                       | \$11,415.45 | \$65.61                        | \$11,415.45 |
| 3    | 3 years             | \$60.67                     | \$10,557.08 | \$63.72                      | \$11,086.87 | \$66.91                       | \$11,642.51 | \$66.91                        | \$11,642.51 |
| 4    | 4 years             | \$61.91                     | \$10,773.06 | \$64.99                      | \$11,308.39 | \$68.24                       | \$11,873.25 | \$68.24                        | \$11,873.25 |
| 5    | 5 years             | \$63.11                     | \$10,981.65 | \$66.33                      | \$11,540.98 | \$69.62                       | \$12,113.23 | \$69.62                        | \$12,113.23 |
| 6    | 6 years             | \$64.43                     | \$11,210.55 | \$67.63                      | \$11,768.03 | \$71.00                       | \$12,353.20 | \$71.00                        | \$12,353.20 |
| 7    | 7 years             | \$65.71                     | \$11,433.91 | \$68.98                      | \$12,002.47 | \$72.42                       | \$12,600.56 | \$72.42                        | \$12,600.56 |
| 8    | 9 years             | \$67.04                     | \$11,664.66 | \$70.36                      | \$12,242.45 | \$73.92                       | \$12,862.69 | \$73.92                        | \$12,862.69 |
| 9    | 11 years            | \$68.38                     | \$11,897.25 | \$71.76                      | \$12,486.11 | \$75.45                       | \$13,128.51 | \$75.45                        | \$13,128.51 |
| 10   | 13 years            | \$69.71                     | \$12,129.84 | \$73.17                      | \$12,731.63 | \$76.89                       | \$13,379.56 | \$76.89                        | \$13,379.56 |
| 11   | ≥16 years           | \$71.12                     | \$12,375.36 | \$74.68                      | \$12,993.75 | \$78.40                       | \$13,641.69 | \$78.40                        | \$13,641.69 |
| 12   |                     | \$72.53                     | \$12,620.87 | \$76.14                      | \$13,248.50 | \$79.98                       | \$13,916.74 | \$79.98                        | \$13,916.74 |
| 13   |                     | \$74.00                     | \$12,875.61 | \$77.66                      | \$13,512.47 | \$81.56                       | \$14,191.79 | \$81.56                        | \$14,191.79 |
| 14   |                     | \$75.46                     | \$13,130.36 | \$79.23                      | \$13,785.67 | \$83.19                       | \$14,474.22 | \$83.19                        | \$14,474.22 |
| 15   |                     | \$76.97                     | \$13,392.48 | \$80.79                      | \$14,057.03 | \$84.84                       | \$14,762.19 | \$84.84                        | \$14,762.19 |
| 16   |                     |                             |             | \$82.41                      | \$14,339.46 | \$85.74                       | \$14,919.10 | \$85.74                        | \$14,919.10 |
| 17   |                     |                             |             |                              |             | \$87.48                       | \$15,221.84 | \$87.48                        | \$15,221.84 |
| 18   |                     |                             |             |                              |             | \$89.26                       | \$15,531.96 | \$89.26                        | \$15,531.96 |

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

|                     | Hourly  | Hourly  | Hourly  | Hourly  |
|---------------------|---------|---------|---------|---------|
| <b>Eve</b>          | \$6.00  | \$6.00  | \$6.00  | \$6.00  |
| <b>Night</b>        | \$6.00  | \$6.00  | \$6.00  | \$6.00  |
| <b>Weekend</b>      | \$3.50  | \$3.50  | \$3.50  | \$3.50  |
| <b>On-Call</b>      | \$12.00 | \$12.00 | \$12.00 | \$12.00 |
| <b>Charge Nurse</b> | \$2.00  | \$2.00  | \$2.00  | \$0.00  |

\*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

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| Step                                                             | Years of Experience | Coordinator, Transplant I<br>9110 |             | Coordinator, Transplant II<br>9111 |             | Coordinator, Transplant III<br>9125 |             |
|------------------------------------------------------------------|---------------------|-----------------------------------|-------------|------------------------------------|-------------|-------------------------------------|-------------|
|                                                                  |                     | Hourly                            | Monthly     | Hourly                             | Monthly     | Hourly                              | Monthly     |
|                                                                  | <6 mos              |                                   |             |                                    |             |                                     |             |
| <b>1</b>                                                         | <b>1 year</b>       | \$67.51                           | \$11,745.88 | \$70.89                            | \$12,334.74 | \$74.41                             | \$12,947.61 |
| <b>2</b>                                                         | <b>2 years</b>      | \$68.87                           | \$11,984.01 | \$72.34                            | \$12,587.64 | \$75.96                             | \$13,217.12 |
| <b>3</b>                                                         | <b>3 years</b>      | \$70.25                           | \$12,223.99 | \$73.76                            | \$12,835.00 | \$77.49                             | \$13,482.94 |
| <b>4</b>                                                         | <b>4 years</b>      | \$71.65                           | \$12,467.65 | \$75.25                            | \$13,093.44 | \$79.02                             | \$13,748.75 |
| <b>5</b>                                                         | <b>5 years</b>      | \$73.11                           | \$12,720.55 | \$76.77                            | \$13,357.41 | \$80.59                             | \$14,021.96 |
| <b>6</b>                                                         | <b>6 years</b>      | \$74.54                           | \$12,969.76 | \$78.29                            | \$13,623.23 | \$82.20                             | \$14,302.54 |
| <b>7</b>                                                         | <b>7 years</b>      | \$76.05                           | \$13,231.88 | \$79.83                            | \$13,890.89 | \$83.81                             | \$14,583.13 |
| <b>8</b>                                                         | <b>9 years</b>      | \$77.57                           | \$13,497.70 | \$81.45                            | \$14,171.48 | \$85.52                             | \$14,880.33 |
| <b>9</b>                                                         | <b>11 years</b>     | \$79.24                           | \$13,787.52 | \$83.19                            | \$14,474.22 | \$87.34                             | \$15,197.84 |
| <b>10</b>                                                        | <b>13 years</b>     | \$80.72                           | \$14,045.96 | \$84.76                            | \$14,747.42 | \$88.98                             | \$15,482.12 |
| <b>11</b>                                                        | <b>≥16 years</b>    | \$82.30                           | \$14,321.00 | \$86.42                            | \$15,037.24 | \$90.76                             | \$15,792.24 |
| <b>12</b>                                                        |                     | \$83.95                           | \$14,607.13 | \$88.17                            | \$15,341.82 | \$92.55                             | \$16,104.21 |
| <b>13</b>                                                        |                     | \$85.64                           | \$14,900.64 | \$89.92                            | \$15,646.41 | \$94.41                             | \$16,427.25 |
| <b>14</b>                                                        |                     | \$87.33                           | \$15,195.99 | \$91.74                            | \$15,962.07 | \$96.29                             | \$16,753.99 |
| <b>15</b>                                                        |                     | \$89.07                           | \$15,498.73 | \$93.54                            | \$16,275.88 | \$98.22                             | \$17,089.95 |
| <b>16</b>                                                        |                     | \$90.06                           | \$15,670.41 | \$94.56                            | \$16,453.09 | \$99.29                             | \$17,276.40 |
| <b>17</b>                                                        |                     | \$91.85                           | \$15,982.37 | \$96.47                            | \$16,785.37 | \$101.28                            | \$17,623.44 |
| <b>18</b>                                                        |                     | \$93.72                           | \$16,307.26 | \$98.39                            | \$17,119.49 | \$103.33                            | \$17,979.71 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                                   |             |                                    |             |                                     |             |
|                                                                  |                     | <b>Hourly</b>                     |             | <b>Hourly</b>                      |             | <b>Hourly</b>                       |             |
|                                                                  | <b>Eve</b>          | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |
|                                                                  | <b>Night</b>        | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |
|                                                                  | <b>Weekend</b>      | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |
|                                                                  | <b>On-Call</b>      | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |
|                                                                  | <b>Charge Nurse</b> | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |

\*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

| UC DAVIS                                                  |                     |                              |             |                               |             |                                |             |                           |             |      |                     |                                  |             |
|-----------------------------------------------------------|---------------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|---------------------------|-------------|------|---------------------|----------------------------------|-------------|
| Effective January 2021                                    |                     |                              |             |                               |             |                                |             |                           |             |      |                     |                                  |             |
| Step                                                      | Years of Experience | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Anesthetist<br>9144 |             | Step | Years of Experience | Nurse Anesthetist Sr. Ex<br>7864 |             |
|                                                           |                     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                    | Monthly     |      |                     | Hourly                           | Monthly     |
|                                                           | <6 mos              |                              |             |                               |             |                                |             |                           |             |      |                     |                                  |             |
| 1                                                         | 1 year              | \$69.41                      | \$12,078.16 | \$72.85                       | \$12,676.25 | \$80.13                        | \$13,942.58 | \$75.20                   | \$13,084.21 | 1    | <1 year             | \$113.53                         | \$19,753.68 |
| 2                                                         | 2 years             | \$70.79                      | \$12,318.13 | \$74.32                       | \$12,930.99 | \$81.74                        | \$14,223.17 | \$76.69                   | \$13,344.49 | 2    | 5 years             | \$119.68                         | \$20,824.34 |
| 3                                                         | 3 years             | \$72.17                      | \$12,558.11 | \$75.78                       | \$13,185.74 | \$83.37                        | \$14,505.60 | \$78.24                   | \$13,614.00 | 3    | 10 years            | \$128.07                         | \$22,284.50 |
| 4                                                         | 4 years             | \$73.64                      | \$12,812.85 | \$77.30                       | \$13,449.71 | \$85.02                        | \$14,793.57 | \$79.81                   | \$13,887.20 | 4    |                     |                                  |             |
| 5                                                         | 5 years             | \$75.10                      | \$13,067.59 | \$78.84                       | \$13,717.37 | \$86.74                        | \$15,092.62 | \$81.37                   | \$14,158.56 | 5    |                     |                                  |             |
| 6                                                         | 6 years             | \$76.60                      | \$13,327.87 | \$80.43                       | \$13,994.27 | \$88.46                        | \$15,391.66 | \$83.03                   | \$14,446.53 | 6    |                     |                                  |             |
| 7                                                         | 7 years             | \$78.14                      | \$13,595.54 | \$82.03                       | \$14,273.01 | \$90.22                        | \$15,698.09 | \$84.69                   | \$14,736.35 | 7    |                     |                                  |             |
| 8                                                         | 9 years             | \$79.69                      | \$13,866.90 | \$83.68                       | \$14,560.98 | \$92.08                        | \$16,021.14 | \$86.37                   | \$15,028.01 | 8    |                     |                                  |             |
| 9                                                         | 11 years            | \$81.29                      | \$14,143.79 | \$85.36                       | \$14,852.64 | \$93.88                        | \$16,334.95 | \$88.12                   | \$15,332.59 | 9    |                     |                                  |             |
| 10                                                        | 13 years            | \$82.91                      | \$14,426.22 | \$87.05                       | \$15,146.15 | \$95.76                        | \$16,661.69 | \$91.68                   | \$15,952.84 | 10   |                     |                                  |             |
| 11                                                        | ≥16 years           | \$84.57                      | \$14,716.04 | \$88.80                       | \$15,450.74 | \$97.69                        | \$16,997.65 | \$93.49                   | \$16,266.65 | 11   |                     |                                  |             |
| 12                                                        |                     | \$86.27                      | \$15,011.40 | \$90.59                       | \$15,762.70 | \$99.64                        | \$17,337.31 | \$95.35                   | \$16,591.54 | 12   |                     |                                  |             |
| 13                                                        |                     | \$88.00                      | \$15,312.29 | \$92.43                       | \$16,082.06 | \$101.62                       | \$17,682.51 | \$97.27                   | \$16,925.66 | 13   |                     |                                  |             |
| 14                                                        |                     | \$89.76                      | \$15,618.72 | \$94.25                       | \$16,399.56 | \$103.67                       | \$18,038.78 | \$99.20                   | \$17,261.63 | 14   |                     |                                  |             |
| 15                                                        |                     | \$91.55                      | \$15,928.84 | \$96.14                       | \$16,728.14 | \$105.73                       | \$18,396.90 | \$101.22                  | \$17,612.36 | 15   |                     |                                  |             |
| 16                                                        |                     |                              |             |                               |             |                                |             |                           |             | 16   |                     |                                  |             |
| 17                                                        |                     |                              |             |                               |             |                                |             |                           |             | 17   |                     |                                  |             |
| 18                                                        |                     |                              |             |                               |             |                                |             |                           |             | 18   |                     |                                  |             |
| Shift Differential, On-Call and Charge Nurse Differential |                     |                              |             |                               |             |                                |             |                           |             |      |                     |                                  |             |
|                                                           |                     | Hourly                       |             | Hourly                        |             | Hourly                         |             | Hourly                    |             |      |                     |                                  |             |
|                                                           | Eve                 | \$6.00                       |             | \$6.00                        |             | \$6.00                         |             | \$2.75                    |             |      |                     |                                  |             |
|                                                           | Night               | \$6.00                       |             | \$6.00                        |             | \$6.00                         |             | \$4.75                    |             |      |                     |                                  |             |
|                                                           | Weekend             | \$3.50                       |             | \$3.50                        |             | \$3.50                         |             | \$1.60                    |             |      |                     |                                  |             |
|                                                           | On-Call             | \$12.00                      |             | \$12.00                       |             | \$12.00                        |             | \$9.00                    |             |      |                     |                                  |             |
|                                                           | Charge Nurse        | \$2.00                       |             | \$2.00                        |             | \$2.00                         |             | \$2.00                    |             |      |                     |                                  |             |

\*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.



**UC DAVIS**

**Effective January 2021**

| <b>Description</b>                                               | <b>Nurse,<br/>Per Diem<br/>9119</b> | <b>Home Health Nurse,<br/>Per Diem<br/>9114</b> | <b>Nurse Practitioner,<br/>Per Diem<br/>9160</b> | <b>Nurse Anesthetist,<br/>Per Diem<br/>9122</b> | <b>Nurse Anesthetist, Sr.<br/>Per Diem<br/>9121</b> |
|------------------------------------------------------------------|-------------------------------------|-------------------------------------------------|--------------------------------------------------|-------------------------------------------------|-----------------------------------------------------|
|                                                                  | <b>Hourly</b>                       | <b>Hourly</b>                                   | <b>Hourly</b>                                    | <b>Hourly</b>                                   | <b>Hourly</b>                                       |
| <b>Unit-Based</b>                                                | \$78.75                             | \$79.71                                         | \$96.74                                          | \$118.05                                        | \$139.06                                            |
| <b>CP 3 shifts/mo</b>                                            | \$84.65                             |                                                 |                                                  |                                                 |                                                     |
| <b>CP 6 shifts/mo</b>                                            | \$90.58                             |                                                 |                                                  |                                                 |                                                     |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                     |                                                 |                                                  |                                                 |                                                     |
|                                                                  | <b>Hourly</b>                       | <b>Hourly</b>                                   | <b>Hourly</b>                                    | <b>Hourly</b>                                   | <b>Hourly</b>                                       |
| <b>Eve</b>                                                       | \$6.00                              | \$6.00                                          | \$6.00                                           | \$4.45                                          | \$5.15                                              |
| <b>Night</b>                                                     | \$7.35                              | \$7.20                                          | \$6.00                                           | \$9.40                                          | \$10.90                                             |
| <b>Weekend</b>                                                   | \$3.50                              | \$3.50                                          | \$3.50                                           | \$1.60                                          | \$1.60                                              |
| <b>On-Call</b>                                                   | \$12.00                             | \$12.00                                         | \$12.00                                          | \$9.00                                          | \$9.00                                              |
| <b>Charge Nurse</b>                                              | \$0.00                              | \$0.00                                          | \$0.00                                           | \$0.00                                          | \$0.00                                              |

\*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

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| Step      | Years of Experience | Nurse, Clinical I<br>9140 |             | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse, Clinical IV<br>9137 |             |
|-----------|---------------------|---------------------------|-------------|----------------------------|-------------|-----------------------------|-------------|----------------------------|-------------|
|           |                     | Hourly                    | Monthly     | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                     | Monthly     |
|           | <6 mos              | \$60.08                   | \$10,453.59 |                            |             |                             |             |                            |             |
| <b>1</b>  | <b>1 year</b>       |                           |             | \$63.08                    | \$10,976.46 | \$66.23                     | \$11,524.05 | \$75.89                    | \$13,204.84 |
| <b>2</b>  | <b>2 years</b>      |                           |             | \$64.32                    | \$11,191.32 | \$67.57                     | \$11,757.92 | \$77.41                    | \$13,469.13 |
| <b>3</b>  | <b>3 years</b>      |                           |             | \$65.63                    | \$11,419.48 | \$68.92                     | \$11,991.78 | \$78.99                    | \$13,744.82 |
| <b>4</b>  | <b>4 years</b>      |                           |             | \$66.94                    | \$11,647.64 | \$70.28                     | \$12,229.45 | \$80.56                    | \$14,016.72 |
| <b>5</b>  | <b>5 years</b>      |                           |             | \$68.32                    | \$11,887.21 | \$71.70                     | \$12,476.63 | \$82.16                    | \$14,296.21 |
| <b>6</b>  | <b>6 years</b>      |                           |             | \$69.66                    | \$12,121.07 | \$73.13                     | \$12,723.80 | \$83.80                    | \$14,581.41 |
| <b>7</b>  | <b>7 years</b>      |                           |             | \$71.05                    | \$12,362.55 | \$74.59                     | \$12,978.58 | \$85.49                    | \$14,876.12 |
| <b>8</b>  | <b>9 years</b>      |                           |             | \$72.47                    | \$12,609.72 | \$76.14                     | \$13,248.57 | \$87.21                    | \$15,174.63 |
| <b>9</b>  | <b>11 years</b>     |                           |             | \$73.91                    | \$12,860.70 | \$77.71                     | \$13,522.37 | \$88.94                    | \$15,475.05 |
| <b>10</b> | <b>13 years</b>     |                           |             | \$75.37                    | \$13,113.58 | \$79.20                     | \$13,780.95 | \$90.71                    | \$15,783.06 |
| <b>11</b> | <b>≥16 years</b>    |                           |             | \$76.92                    | \$13,383.57 | \$80.75                     | \$14,050.94 | \$92.52                    | \$16,098.69 |
| <b>12</b> |                     |                           |             | \$78.43                    | \$13,645.95 | \$82.38                     | \$14,334.24 | \$94.37                    | \$16,420.02 |
| <b>13</b> |                     |                           |             | \$79.99                    | \$13,917.85 | \$84.01                     | \$14,617.54 | \$96.24                    | \$16,745.15 |
| <b>14</b> |                     |                           |             | \$81.60                    | \$14,199.24 | \$85.68                     | \$14,908.45 | \$98.18                    | \$17,083.58 |
| <b>15</b> |                     |                           |             | \$83.21                    | \$14,478.74 | \$87.39                     | \$15,205.06 | \$100.13                   | \$17,422.02 |
| <b>16</b> |                     |                           |             | \$84.88                    | \$14,769.65 | \$88.31                     | \$15,366.67 | \$101.47                   | \$17,655.89 |
| <b>17</b> |                     |                           |             |                            |             | \$90.11                     | \$15,678.49 | \$103.49                   | \$18,007.64 |
| <b>18</b> |                     |                           |             |                            |             | \$91.94                     | \$15,997.92 | \$105.55                   | \$18,365.09 |

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

|                     | Hourly  | Hourly  | Hourly  | Hourly  |
|---------------------|---------|---------|---------|---------|
| <b>Eve</b>          | \$6.00  | \$6.00  | \$6.00  | \$6.00  |
| <b>Night</b>        | \$6.00  | \$6.00  | \$6.00  | \$6.00  |
| <b>Weekend</b>      | \$3.50  | \$3.50  | \$3.50  | \$3.50  |
| <b>On-Call</b>      | \$12.00 | \$12.00 | \$12.00 | \$12.00 |
| <b>Charge Nurse</b> | \$2.00  | \$2.00  | \$2.00  | \$2.00  |

\*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

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| Step      | Years of Experience | Home Health Nurse I<br>9118 |             | Home Health Nurse II<br>9117 |             | Home Health Nurse III<br>9116 |             | Nurse Administrative I<br>9134 |             |
|-----------|---------------------|-----------------------------|-------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|
|           |                     | Hourly                      | Monthly     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     |
|           | <6 mos              |                             |             |                              |             |                               |             |                                |             |
| <b>1</b>  | <b>1 year</b>       | \$60.08                     | \$10,453.59 | \$63.08                      | \$10,976.46 | \$66.23                       | \$11,524.05 | \$66.23                        | \$11,524.05 |
| <b>2</b>  | <b>2 years</b>      | \$61.29                     | \$10,664.64 | \$64.32                      | \$11,191.32 | \$67.57                       | \$11,757.92 | \$67.57                        | \$11,757.92 |
| <b>3</b>  | <b>3 years</b>      | \$62.49                     | \$10,873.79 | \$65.63                      | \$11,419.48 | \$68.92                       | \$11,991.78 | \$68.92                        | \$11,991.78 |
| <b>4</b>  | <b>4 years</b>      | \$63.77                     | \$11,096.25 | \$66.94                      | \$11,647.64 | \$70.28                       | \$12,229.45 | \$70.28                        | \$12,229.45 |
| <b>5</b>  | <b>5 years</b>      | \$65.01                     | \$11,311.10 | \$68.32                      | \$11,887.21 | \$71.70                       | \$12,476.63 | \$71.70                        | \$12,476.63 |
| <b>6</b>  | <b>6 years</b>      | \$66.36                     | \$11,546.87 | \$69.66                      | \$12,121.07 | \$73.13                       | \$12,723.80 | \$73.13                        | \$12,723.80 |
| <b>7</b>  | <b>7 years</b>      | \$67.68                     | \$11,776.93 | \$71.05                      | \$12,362.55 | \$74.59                       | \$12,978.58 | \$74.59                        | \$12,978.58 |
| <b>8</b>  | <b>9 years</b>      | \$69.05                     | \$12,014.60 | \$72.47                      | \$12,609.72 | \$76.14                       | \$13,248.57 | \$76.14                        | \$13,248.57 |
| <b>9</b>  | <b>11 years</b>     | \$70.43                     | \$12,254.17 | \$73.91                      | \$12,860.70 | \$77.71                       | \$13,522.37 | \$77.71                        | \$13,522.37 |
| <b>10</b> | <b>13 years</b>     | \$71.80                     | \$12,493.74 | \$75.37                      | \$13,113.58 | \$79.20                       | \$13,780.95 | \$79.20                        | \$13,780.95 |
| <b>11</b> | <b>≥16 years</b>    | \$73.26                     | \$12,746.62 | \$76.92                      | \$13,383.57 | \$80.75                       | \$14,050.94 | \$80.75                        | \$14,050.94 |
| <b>12</b> |                     | \$74.71                     | \$12,999.50 | \$78.43                      | \$13,645.95 | \$82.38                       | \$14,334.24 | \$82.38                        | \$14,334.24 |
| <b>13</b> |                     | \$76.22                     | \$13,261.88 | \$79.99                      | \$13,917.85 | \$84.01                       | \$14,617.54 | \$84.01                        | \$14,617.54 |
| <b>14</b> |                     | \$77.73                     | \$13,524.27 | \$81.60                      | \$14,199.24 | \$85.68                       | \$14,908.45 | \$85.68                        | \$14,908.45 |
| <b>15</b> |                     | \$79.28                     | \$13,794.26 | \$83.21                      | \$14,478.74 | \$87.39                       | \$15,205.06 | \$87.39                        | \$15,205.06 |
| <b>16</b> |                     |                             |             | \$84.88                      | \$14,769.65 | \$88.31                       | \$15,366.67 | \$88.31                        | \$15,366.67 |
| <b>17</b> |                     |                             |             |                              |             | \$90.11                       | \$15,678.49 | \$90.11                        | \$15,678.49 |
| <b>18</b> |                     |                             |             |                              |             | \$91.94                       | \$15,997.92 | \$91.94                        | \$15,997.92 |

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

|                     | Hourly  | Hourly  | Hourly  | Hourly  |
|---------------------|---------|---------|---------|---------|
| <b>Eve</b>          | \$6.00  | \$6.00  | \$6.00  | \$6.00  |
| <b>Night</b>        | \$6.00  | \$6.00  | \$6.00  | \$6.00  |
| <b>Weekend</b>      | \$3.50  | \$3.50  | \$3.50  | \$3.50  |
| <b>On-Call</b>      | \$12.00 | \$12.00 | \$12.00 | \$12.00 |
| <b>Charge Nurse</b> | \$2.00  | \$2.00  | \$2.00  | \$0.00  |

\*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

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| Step                                                             | Years of Experience | Coordinator, Transplant I<br>9110 |             | Coordinator, Transplant II<br>9111 |             | Coordinator, Transplant III<br>9125 |             |
|------------------------------------------------------------------|---------------------|-----------------------------------|-------------|------------------------------------|-------------|-------------------------------------|-------------|
|                                                                  |                     | Hourly                            | Monthly     | Hourly                             | Monthly     | Hourly                              | Monthly     |
|                                                                  | <6 mos              |                                   |             |                                    |             |                                     |             |
| <b>1</b>                                                         | <b>1 year</b>       | \$69.53                           | \$12,098.26 | \$73.02                            | \$12,704.79 | \$76.64                             | \$13,336.03 |
| <b>2</b>                                                         | <b>2 years</b>      | \$70.94                           | \$12,343.53 | \$74.51                            | \$12,965.27 | \$78.24                             | \$13,613.63 |
| <b>3</b>                                                         | <b>3 years</b>      | \$72.36                           | \$12,590.71 | \$75.98                            | \$13,220.05 | \$79.81                             | \$13,887.42 |
| <b>4</b>                                                         | <b>4 years</b>      | \$73.80                           | \$12,841.68 | \$77.51                            | \$13,486.24 | \$81.39                             | \$14,161.22 |
| <b>5</b>                                                         | <b>5 years</b>      | \$75.30                           | \$13,102.17 | \$79.07                            | \$13,758.13 | \$83.00                             | \$14,442.62 |
| <b>6</b>                                                         | <b>6 years</b>      | \$76.77                           | \$13,358.85 | \$80.64                            | \$14,031.93 | \$84.66                             | \$14,731.62 |
| <b>7</b>                                                         | <b>7 years</b>      | \$78.33                           | \$13,628.84 | \$82.23                            | \$14,307.62 | \$86.33                             | \$15,020.63 |
| <b>8</b>                                                         | <b>9 years</b>      | \$79.90                           | \$13,902.63 | \$83.89                            | \$14,596.63 | \$88.08                             | \$15,326.74 |
| <b>9</b>                                                         | <b>11 years</b>     | \$81.62                           | \$14,201.15 | \$85.68                            | \$14,908.45 | \$89.96                             | \$15,653.77 |
| <b>10</b>                                                        | <b>13 years</b>     | \$83.15                           | \$14,467.33 | \$87.30                            | \$15,189.85 | \$91.65                             | \$15,946.58 |
| <b>11</b>                                                        | <b>≥16 years</b>    | \$84.77                           | \$14,750.63 | \$89.01                            | \$15,488.36 | \$93.48                             | \$16,266.01 |
| <b>12</b>                                                        |                     | \$86.47                           | \$15,045.34 | \$90.82                            | \$15,802.08 | \$95.33                             | \$16,587.33 |
| <b>13</b>                                                        |                     | \$88.20                           | \$15,347.66 | \$92.62                            | \$16,115.80 | \$97.24                             | \$16,920.07 |
| <b>14</b>                                                        |                     | \$89.95                           | \$15,651.87 | \$94.49                            | \$16,440.93 | \$99.18                             | \$17,256.61 |
| <b>15</b>                                                        |                     | \$91.75                           | \$15,963.69 | \$96.35                            | \$16,764.16 | \$101.16                            | \$17,602.65 |
| <b>16</b>                                                        |                     | \$92.76                           | \$16,140.52 | \$97.39                            | \$16,946.69 | \$102.27                            | \$17,794.69 |
| <b>17</b>                                                        |                     | \$94.61                           | \$16,461.84 | \$99.36                            | \$17,288.93 | \$104.32                            | \$18,152.14 |
| <b>18</b>                                                        |                     | \$96.53                           | \$16,796.48 | \$101.34                           | \$17,633.07 | \$106.43                            | \$18,519.10 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                                   |             |                                    |             |                                     |             |
|                                                                  |                     | <b>Hourly</b>                     |             | <b>Hourly</b>                      |             | <b>Hourly</b>                       |             |
|                                                                  | <b>Eve</b>          | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |
|                                                                  | <b>Night</b>        | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |
|                                                                  | <b>Weekend</b>      | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |
|                                                                  | <b>On-Call</b>      | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |
|                                                                  | <b>Charge Nurse</b> | \$0.00                            |             | \$0.00                             |             | \$0.00                              |             |

\*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

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| Step | Years of Experience | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Anesthetist<br>9144 |             | Step | Years of Experience | Nurse Anesthetist Sr. Ex<br>7864 |             |
|------|---------------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|---------------------------|-------------|------|---------------------|----------------------------------|-------------|
|      |                     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                    | Monthly     |      |                     | Hourly                           | Monthly     |
|      | <6 mos              |                              |             |                               |             |                                |             |                           |             |      |                     |                                  |             |
| 1    | 1 year              | \$71.50                      | \$12,440.50 | \$75.04                       | \$13,056.54 | \$82.53                        | \$14,360.86 | \$77.45                   | \$13,476.73 | 1    | <1 year             | \$116.93                         | \$20,346.29 |
| 2    | 2 years             | \$72.92                      | \$12,687.68 | \$76.55                       | \$13,318.92 | \$84.19                        | \$14,649.86 | \$78.99                   | \$13,744.82 | 2    | 5 years             | \$123.27                         | \$21,449.07 |
| 3    | 3 years             | \$74.34                      | \$12,934.85 | \$78.05                       | \$13,581.31 | \$85.87                        | \$14,940.77 | \$80.59                   | \$14,022.42 | 3    | 10 years            | \$131.91                         | \$22,953.04 |
| 4    | 4 years             | \$75.85                      | \$13,197.24 | \$79.62                       | \$13,853.20 | \$87.57                        | \$15,237.38 | \$82.21                   | \$14,303.82 | 4    |                     |                                  |             |
| 5    | 5 years             | \$77.35                      | \$13,459.62 | \$81.20                       | \$14,128.89 | \$89.34                        | \$15,545.40 | \$83.81                   | \$14,583.32 | 5    |                     |                                  |             |
| 6    | 6 years             | \$78.89                      | \$13,727.71 | \$82.84                       | \$14,414.10 | \$91.11                        | \$15,853.41 | \$85.52                   | \$14,879.93 | 6    |                     |                                  |             |
| 7    | 7 years             | \$80.48                      | \$14,003.41 | \$84.49                       | \$14,701.20 | \$92.93                        | \$16,169.04 | \$87.23                   | \$15,178.44 | 7    |                     |                                  |             |
| 8    | 9 years             | \$82.09                      | \$14,282.90 | \$86.19                       | \$14,997.81 | \$94.84                        | \$16,501.77 | \$88.96                   | \$15,478.85 | 8    |                     |                                  |             |
| 9    | 11 years            | \$83.72                      | \$14,568.11 | \$87.92                       | \$15,298.22 | \$96.70                        | \$16,825.00 | \$90.76                   | \$15,792.57 | 9    |                     |                                  |             |
| 10   | 13 years            | \$85.40                      | \$14,859.01 | \$89.66                       | \$15,600.54 | \$98.63                        | \$17,161.54 | \$94.43                   | \$16,431.42 | 10   |                     |                                  |             |
| 11   | ≥16 years           | \$87.11                      | \$15,157.52 | \$91.46                       | \$15,914.26 | \$100.62                       | \$17,507.58 | \$96.29                   | \$16,754.65 | 11   |                     |                                  |             |
| 12   |                     | \$88.86                      | \$15,461.74 | \$93.31                       | \$16,235.58 | \$102.63                       | \$17,857.43 | \$98.21                   | \$17,089.29 | 12   |                     |                                  |             |
| 13   |                     | \$90.64                      | \$15,771.66 | \$95.20                       | \$16,564.52 | \$104.67                       | \$18,212.98 | \$100.19                  | \$17,433.43 | 13   |                     |                                  |             |
| 14   |                     | \$92.46                      | \$16,087.28 | \$97.08                       | \$16,891.55 | \$106.78                       | \$18,579.94 | \$102.18                  | \$17,779.48 | 14   |                     |                                  |             |
| 15   |                     | \$94.29                      | \$16,406.71 | \$99.02                       | \$17,229.99 | \$108.90                       | \$18,948.80 | \$104.26                  | \$18,140.73 | 15   |                     |                                  |             |
| 16   |                     |                              |             |                               |             |                                |             |                           |             | 16   |                     |                                  |             |
| 17   |                     |                              |             |                               |             |                                |             |                           |             | 17   |                     |                                  |             |
| 18   |                     |                              |             |                               |             |                                |             |                           |             | 18   |                     |                                  |             |

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

|              | Hourly  | Hourly  | Hourly  | Hourly |
|--------------|---------|---------|---------|--------|
| Eve          | \$6.00  | \$6.00  | \$6.00  | \$2.75 |
| Night        | \$6.00  | \$6.00  | \$6.00  | \$4.75 |
| Weekend      | \$3.50  | \$3.50  | \$3.50  | \$1.60 |
| On-Call      | \$12.00 | \$12.00 | \$12.00 | \$9.00 |
| Charge Nurse | \$2.00  | \$2.00  | \$2.00  | \$2.00 |

\*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

**UC DAVIS**

**Effective January 2022**

| <b>Description</b>                                               | <b>Nurse, Per Diem<br/>9119</b> | <b>Home Health Nurse,<br/>Per Diem<br/>9114</b> | <b>Nurse Practitioner, Per<br/>Diem<br/>9160</b> | <b>Nurse Anesthetist,<br/>Per Diem<br/>9122</b> | <b>Nurse Anesthetist Sr.<br/>Per Diem<br/>9121</b> |
|------------------------------------------------------------------|---------------------------------|-------------------------------------------------|--------------------------------------------------|-------------------------------------------------|----------------------------------------------------|
|                                                                  | <b>Hourly</b>                   | <b>Hourly</b>                                   | <b>Hourly</b>                                    | <b>Hourly</b>                                   | <b>Hourly</b>                                      |
| Unit-Based                                                       | \$81.11                         | \$82.10                                         | \$99.65                                          | \$121.59                                        | \$143.23                                           |
| CP 3 shifts/mo                                                   | \$87.19                         |                                                 |                                                  |                                                 |                                                    |
| CP 6 shifts/mo                                                   | \$93.30                         |                                                 |                                                  |                                                 |                                                    |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                 |                                                 |                                                  |                                                 |                                                    |
|                                                                  | <b>Hourly</b>                   | <b>Hourly</b>                                   | <b>Hourly</b>                                    | <b>Hourly</b>                                   | <b>Hourly</b>                                      |
| <b>Eve</b>                                                       | \$6.00                          | \$6.00                                          | \$6.00                                           | \$4.45                                          | \$5.15                                             |
| <b>Night</b>                                                     | \$7.35                          | \$7.20                                          | \$6.00                                           | \$9.40                                          | \$10.90                                            |
| <b>Weekend</b>                                                   | \$3.50                          | \$3.50                                          | \$3.50                                           | \$1.60                                          | \$1.60                                             |
| <b>On-Call</b>                                                   | \$12.00                         | \$12.00                                         | \$12.00                                          | \$9.00                                          | \$9.00                                             |
| <b>Charge Nurse</b>                                              | \$0.00                          | \$0.00                                          | \$0.00                                           | \$0.00                                          | \$0.00                                             |

\*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

**UC IRVINE**

**Effective December 2018**

| Step                                                             | Years of Experience                   | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse, Clinical IV<br>9137 |             | Nurse, Administrative I<br>9134 |             |
|------------------------------------------------------------------|---------------------------------------|---------------------------|------------|----------------------------|-------------|-----------------------------|-------------|----------------------------|-------------|---------------------------------|-------------|
|                                                                  |                                       | Hourly                    | Monthly    | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                     | Monthly     | Hourly                          | Monthly     |
|                                                                  | <6 months                             | \$43.68                   | \$7,600.32 |                            |             |                             |             |                            |             |                                 |             |
| 1                                                                | 6 mos.                                |                           |            | \$44.76                    | \$7,788.24  | \$46.98                     | \$8,174.52  | \$49.30                    | \$8,578.20  | \$46.98                         | \$8,174.52  |
| 2                                                                | 1 year                                |                           |            | \$45.67                    | \$7,946.58  | \$47.92                     | \$8,338.08  | \$50.28                    | \$8,748.72  | \$47.92                         | \$8,338.08  |
| 3                                                                | 2 years                               |                           |            | \$46.58                    | \$8,104.92  | \$48.86                     | \$8,501.64  | \$51.29                    | \$8,924.46  | \$48.86                         | \$8,501.64  |
| 4                                                                | 3 years                               |                           |            | \$47.50                    | \$8,265.00  | \$49.84                     | \$8,672.16  | \$52.32                    | \$9,103.68  | \$49.84                         | \$8,672.16  |
| 5                                                                | 4 years                               |                           |            | \$48.45                    | \$8,430.30  | \$50.86                     | \$8,849.64  | \$53.35                    | \$9,282.90  | \$50.86                         | \$8,849.64  |
| 6                                                                | 5 years                               |                           |            | \$49.42                    | \$8,599.08  | \$51.87                     | \$9,025.38  | \$54.44                    | \$9,472.56  | \$51.87                         | \$9,025.38  |
| 7                                                                | 6 years                               |                           |            | \$50.41                    | \$8,771.34  | \$52.91                     | \$9,206.34  | \$55.51                    | \$9,658.74  | \$52.91                         | \$9,206.34  |
| 8                                                                | 7 years                               |                           |            | \$51.43                    | \$8,948.82  | \$53.97                     | \$9,390.78  | \$56.65                    | \$9,857.10  | \$53.97                         | \$9,390.78  |
| 9                                                                | 8 years                               |                           |            | \$52.44                    | \$9,124.56  | \$55.05                     | \$9,578.70  | \$57.75                    | \$10,048.50 | \$55.05                         | \$9,578.70  |
| 10                                                               | 9 years                               |                           |            | \$53.51                    | \$9,310.74  | \$56.14                     | \$9,768.36  | \$58.93                    | \$10,253.82 | \$56.14                         | \$9,768.36  |
| 11                                                               | 10 years                              |                           |            | \$54.56                    | \$9,493.44  | \$57.28                     | \$9,966.72  | \$60.08                    | \$10,453.92 | \$57.28                         | \$9,966.72  |
| 12                                                               | 11 years                              |                           |            | \$55.66                    | \$9,684.84  | \$58.41                     | \$10,163.34 | \$61.32                    | \$10,669.68 | \$58.41                         | \$10,163.34 |
| 13                                                               | 12 years                              |                           |            | \$56.76                    | \$9,876.24  | \$59.58                     | \$10,366.92 | \$62.55                    | \$10,883.70 | \$59.58                         | \$10,366.92 |
| 14                                                               | 13 years                              |                           |            | \$57.91                    | \$10,076.34 | \$60.78                     | \$10,575.72 | \$63.79                    | \$11,099.46 | \$60.78                         | \$10,575.72 |
| 15                                                               | ≥20 years                             |                           |            | \$59.07                    | \$10,278.18 | \$62.01                     | \$10,789.74 | \$65.07                    | \$11,322.18 | \$62.01                         | \$10,789.74 |
| 16                                                               | >20 years + 20<br>years UC<br>Service |                           |            | \$60.24                    | \$10,481.76 | \$63.22                     | \$11,000.28 | \$66.35                    | \$11,544.90 | \$63.22                         | \$11,000.28 |
| 17                                                               | ≥21 years + 20<br>years UC<br>Service |                           |            | \$61.45                    | \$10,692.30 | \$64.50                     | \$11,223.00 | \$67.69                    | \$11,778.06 | \$64.50                         | \$11,223.00 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                       |                           |            |                            |             |                             |             |                            |             |                                 |             |
|                                                                  |                                       | <b>Hourly</b>             |            | <b>Hourly</b>              |             | <b>Hourly</b>               |             | <b>Hourly</b>              |             | <b>Hourly</b>                   |             |
|                                                                  | <b>Evening</b>                        | \$2.25                    |            | \$2.25                     |             | \$2.25                      |             | \$2.25                     |             | \$2.25                          |             |
|                                                                  | <b>Night</b>                          | \$3.50                    |            | \$3.50                     |             | \$3.50                      |             | \$3.50                     |             | \$3.50                          |             |
|                                                                  | <b>Weekend</b>                        | \$2.00                    |            | \$2.00                     |             | \$2.00                      |             | \$2.00                     |             | \$2.00                          |             |
|                                                                  | <b>On-Call</b>                        | \$8.00                    |            | \$8.00                     |             | \$8.00                      |             | \$8.00                     |             | \$8.00                          |             |
|                                                                  | <b>Charge Nurse</b>                   | \$0.00                    |            | \$2.50                     |             | \$2.50                      |             | \$0.00                     |             | \$0.00                          |             |

**UC IRVINE**

**Effective December 2018**

| Step                                                             | Years of Experience                               | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Anesthetist<br>9144 |             | Anesthetist Nurse Sr. Nex<br>7865 |             |
|------------------------------------------------------------------|---------------------------------------------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|---------------------------|-------------|-----------------------------------|-------------|
|                                                                  |                                                   | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                    | Monthly     | Hourly                            | Monthly     |
|                                                                  | <6 months                                         |                              |             |                               |             |                                |             |                           |             |                                   |             |
| <b>1</b>                                                         | <b>6 mos.</b>                                     | \$57.90                      | \$10,074.60 | \$60.80                       | \$10,579.20 | \$63.84                        | \$11,108.16 | \$85.14                   | \$14,814.36 | \$89.41                           | \$15,557.34 |
| <b>2</b>                                                         | <b>1 year</b>                                     | \$59.04                      | \$10,272.96 | \$62.03                       | \$10,793.22 | \$65.13                        | \$11,332.62 | \$86.82                   | \$15,106.68 | \$91.20                           | \$15,868.80 |
| <b>3</b>                                                         | <b>2 years</b>                                    | \$60.23                      | \$10,480.02 | \$63.24                       | \$11,003.76 | \$66.40                        | \$11,553.60 | \$88.56                   | \$15,409.44 | \$93.04                           | \$16,188.96 |
| <b>4</b>                                                         | <b>3 years</b>                                    | \$61.44                      | \$10,690.56 | \$64.52                       | \$11,226.48 | \$67.74                        | \$11,786.76 | \$90.32                   | \$15,715.68 | \$94.88                           | \$16,509.12 |
| <b>5</b>                                                         | <b>4 years</b>                                    | \$62.67                      | \$10,904.58 | \$65.80                       | \$11,449.20 | \$69.10                        | \$12,023.40 | \$92.14                   | \$16,032.36 | \$96.79                           | \$16,841.46 |
| <b>6</b>                                                         | <b>5 years</b>                                    | \$63.93                      | \$11,123.82 | \$67.13                       | \$11,680.62 | \$70.48                        | \$12,263.52 | \$93.97                   | \$16,350.78 | \$98.70                           | \$17,173.80 |
| <b>7</b>                                                         | <b>6 years</b>                                    | \$65.19                      | \$11,343.06 | \$68.46                       | \$11,912.04 | \$71.91                        | \$12,512.34 | \$95.86                   | \$16,679.64 | \$100.69                          | \$17,520.06 |
| <b>8</b>                                                         | <b>7 years</b>                                    | \$66.51                      | \$11,572.74 | \$69.83                       | \$12,150.42 | \$73.33                        | \$12,759.42 | \$97.77                   | \$17,011.98 | \$102.71                          | \$17,871.54 |
| <b>9</b>                                                         | <b>8 years</b>                                    | \$67.84                      | \$11,804.16 | \$71.22                       | \$12,392.28 | \$74.80                        | \$13,015.20 | \$99.75                   | \$17,356.50 | \$104.77                          | \$18,229.98 |
| <b>10</b>                                                        | <b>9 years</b>                                    | \$69.19                      | \$12,039.06 | \$72.65                       | \$12,641.10 | \$76.27                        | \$13,270.98 | \$101.73                  | \$17,701.02 | \$106.88                          | \$18,597.12 |
| <b>11</b>                                                        | <b>10 years</b>                                   | \$70.58                      | \$12,280.92 | \$74.11                       | \$12,895.14 | \$77.82                        | \$13,540.68 | \$103.75                  | \$18,052.50 | \$109.02                          | \$18,969.48 |
| <b>12</b>                                                        | <b>11 years</b>                                   | \$71.99                      | \$12,526.26 | \$75.57                       | \$13,149.18 | \$79.36                        | \$13,808.64 | \$105.83                  | \$18,414.42 | \$111.19                          | \$19,347.06 |
| <b>13</b>                                                        | <b>12 years</b>                                   | \$73.41                      | \$12,773.34 | \$77.10                       | \$13,415.40 | \$80.95                        | \$14,085.30 | \$107.95                  | \$18,783.30 | \$113.42                          | \$19,735.08 |
| <b>14</b>                                                        | <b>13 years</b>                                   | \$74.89                      | \$13,030.86 | \$78.63                       | \$13,681.62 | \$82.59                        | \$14,370.66 | \$110.08                  | \$19,153.92 | \$115.69                          | \$20,130.06 |
| <b>15</b>                                                        | <b>≥20 years</b>                                  | \$76.38                      | \$13,290.12 | \$80.20                       | \$13,954.80 | \$84.24                        | \$14,657.76 | \$112.30                  | \$19,540.20 | \$118.00                          | \$20,532.00 |
| <b>16</b>                                                        | <b>&gt;20 years + 20<br/>years UC<br/>Service</b> | \$77.92                      | \$13,558.08 | \$81.82                       | \$14,236.68 | \$85.93                        | \$14,951.82 | \$114.56                  | \$19,933.44 | \$120.35                          | \$20,940.90 |
| <b>17</b>                                                        | <b>≥21 years + 20<br/>years UC<br/>Service</b>    | \$79.46                      | \$13,826.04 | \$83.46                       | \$14,522.04 | \$87.65                        | \$15,251.10 | \$116.85                  | \$20,331.90 | \$122.76                          | \$21,360.24 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                                   |                              |             |                               |             |                                |             |                           |             |                                   |             |
|                                                                  |                                                   | <b>Hourly</b>                |             | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>             |             | <b>Hourly</b>                     |             |
|                                                                  | <b>Evening</b>                                    | \$3.00                       |             | \$3.00                        |             | \$3.00                         |             | \$3.50                    |             | \$3.50                            |             |
|                                                                  | <b>Night</b>                                      | \$4.50                       |             | \$4.50                        |             | \$4.50                         |             | \$5.25                    |             | \$5.25                            |             |
|                                                                  | <b>Weekend</b>                                    | \$2.00                       |             | \$2.00                        |             | \$2.00                         |             | \$2.00                    |             | \$2.00                            |             |
|                                                                  | <b>On-Call</b>                                    | \$8.00                       |             | \$8.00                        |             | \$8.00                         |             | \$9.00                    |             | \$9.00                            |             |
|                                                                  | <b>Charge Nurse</b>                               | \$0.00                       |             | \$0.00                        |             | \$0.00                         |             | -                         |             | \$0.00                            |             |



| <b>UC IRVINE</b>                                                 |                                    |                                                     |                                                    |                                                       |
|------------------------------------------------------------------|------------------------------------|-----------------------------------------------------|----------------------------------------------------|-------------------------------------------------------|
| <b>Effective December 2018</b>                                   |                                    |                                                     |                                                    |                                                       |
| <b>Step</b>                                                      | <b>Nurse<br/>Per Diem<br/>9119</b> | <b>Nurse<br/>Practitioner<br/>Per Diem<br/>9160</b> | <b>Nurse<br/>Anesthetist<br/>Per Diem<br/>9122</b> | <b>Sr Nurse<br/>Anesthetist<br/>Per Diem<br/>9121</b> |
|                                                                  | <b>Hourly</b>                      | <b>Hourly</b>                                       | <b>Hourly</b>                                      | <b>Hourly</b>                                         |
| <b>1</b>                                                         | \$57.60                            | \$82.15                                             | \$118.69                                           | \$130.06                                              |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                    |                                                     |                                                    |                                                       |
|                                                                  | <b>Hourly</b>                      | <b>Hourly</b>                                       | <b>Hourly</b>                                      | <b>Hourly</b>                                         |
| <b>Evening</b>                                                   | \$2.25                             | \$3.00                                              | \$3.50                                             | \$3.50                                                |
| <b>Night</b>                                                     | \$3.50                             | \$4.50                                              | \$5.25                                             | \$5.25                                                |
| <b>Weekend</b>                                                   | \$2.00                             | \$2.00                                              | \$2.00                                             | \$2.00                                                |
| <b>On-Call</b>                                                   | \$8.00                             | \$8.00                                              | \$9.00                                             | \$9.00                                                |
| <b>Charge Nurse</b>                                              | \$2.50                             | \$0.00                                              | \$0.00                                             | \$0.00                                                |

**UC IRVINE**  
**Effective January 2019**

| Step                                                             | Years of Experience                   | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse, Clinical IV<br>9137 |             | Nurse, Administrative I<br>9134 |             |
|------------------------------------------------------------------|---------------------------------------|---------------------------|------------|----------------------------|-------------|-----------------------------|-------------|----------------------------|-------------|---------------------------------|-------------|
|                                                                  |                                       | Hourly                    | Monthly    | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                     | Monthly     | Hourly                          | Monthly     |
|                                                                  | <6 months                             | \$45.86                   | \$7,979.64 |                            |             |                             |             |                            |             |                                 |             |
| 1                                                                | 6 mos.                                |                           |            | \$47.00                    | \$8,178.00  | \$49.33                     | \$8,583.42  | \$51.77                    | \$9,007.98  | \$49.33                         | \$8,583.42  |
| 2                                                                | 1 year                                |                           |            | \$47.95                    | \$8,343.30  | \$50.32                     | \$8,755.68  | \$52.79                    | \$9,185.46  | \$50.32                         | \$8,755.68  |
| 3                                                                | 2 years                               |                           |            | \$48.91                    | \$8,510.34  | \$51.30                     | \$8,926.20  | \$53.85                    | \$9,369.90  | \$51.30                         | \$8,926.20  |
| 4                                                                | 3 years                               |                           |            | \$49.88                    | \$8,679.12  | \$52.33                     | \$9,105.42  | \$54.94                    | \$9,559.56  | \$52.33                         | \$9,105.42  |
| 5                                                                | 4 years                               |                           |            | \$50.87                    | \$8,851.38  | \$53.40                     | \$9,291.60  | \$56.02                    | \$9,747.48  | \$53.40                         | \$9,291.60  |
| 6                                                                | 5 years                               |                           |            | \$51.89                    | \$9,028.86  | \$54.46                     | \$9,476.04  | \$57.16                    | \$9,945.84  | \$54.46                         | \$9,476.04  |
| 7                                                                | 6 years                               |                           |            | \$52.93                    | \$9,209.82  | \$55.56                     | \$9,667.44  | \$58.29                    | \$10,142.46 | \$55.56                         | \$9,667.44  |
| 8                                                                | 7 years                               |                           |            | \$54.00                    | \$9,396.00  | \$56.67                     | \$9,860.58  | \$59.48                    | \$10,349.52 | \$56.67                         | \$9,860.58  |
| 9                                                                | 8 years                               |                           |            | \$55.06                    | \$9,580.44  | \$57.80                     | \$10,057.20 | \$60.64                    | \$10,551.36 | \$57.80                         | \$10,057.20 |
| 10                                                               | 9 years                               |                           |            | \$56.19                    | \$9,777.06  | \$58.95                     | \$10,257.30 | \$61.88                    | \$10,767.12 | \$58.95                         | \$10,257.30 |
| 11                                                               | 10 years                              |                           |            | \$57.29                    | \$9,968.46  | \$60.14                     | \$10,464.36 | \$63.08                    | \$10,975.92 | \$60.14                         | \$10,464.36 |
| 12                                                               | 11 years                              |                           |            | \$58.44                    | \$10,168.56 | \$61.33                     | \$10,671.42 | \$64.39                    | \$11,203.86 | \$61.33                         | \$10,671.42 |
| 13                                                               | 12 years                              |                           |            | \$59.60                    | \$10,370.40 | \$62.56                     | \$10,885.44 | \$65.68                    | \$11,428.32 | \$62.56                         | \$10,885.44 |
| 14                                                               | 13 years                              |                           |            | \$60.81                    | \$10,580.94 | \$63.82                     | \$11,104.68 | \$66.98                    | \$11,654.52 | \$63.82                         | \$11,104.68 |
| 15                                                               | ≥20 years                             |                           |            | \$62.02                    | \$10,791.48 | \$65.11                     | \$11,329.14 | \$68.32                    | \$11,887.68 | \$65.11                         | \$11,329.14 |
| 16                                                               | >20 years + 20<br>years UC<br>Service |                           |            | \$63.25                    | \$11,005.50 | \$66.38                     | \$11,550.12 | \$69.67                    | \$12,122.58 | \$66.38                         | \$11,550.12 |
| 17                                                               | ≥21 years + 20<br>years UC<br>Service |                           |            | \$64.52                    | \$11,226.48 | \$67.73                     | \$11,785.02 | \$71.07                    | \$12,366.18 | \$67.73                         | \$11,785.02 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                       |                           |            |                            |             |                             |             |                            |             |                                 |             |
|                                                                  |                                       | <b>Hourly</b>             |            | <b>Hourly</b>              |             | <b>Hourly</b>               |             | <b>Hourly</b>              |             | <b>Hourly</b>                   |             |
|                                                                  | <b>Evening</b>                        | \$2.25                    |            | \$2.25                     |             | \$2.25                      |             | \$2.25                     |             | \$2.25                          |             |
|                                                                  | <b>Night</b>                          | \$3.50                    |            | \$3.50                     |             | \$3.50                      |             | \$3.50                     |             | \$3.50                          |             |
|                                                                  | <b>Weekend</b>                        | \$2.00                    |            | \$2.00                     |             | \$2.00                      |             | \$2.00                     |             | \$2.00                          |             |
|                                                                  | <b>On-Call</b>                        | \$8.00                    |            | \$8.00                     |             | \$8.00                      |             | \$8.00                     |             | \$8.00                          |             |
|                                                                  | <b>Charge Nurse</b>                   | \$0.00                    |            | \$2.50                     |             | \$2.50                      |             | \$0.00                     |             | \$0.00                          |             |

**UC IRVINE**  
**Effective January 2019**

| Step                                                             | Years of Experience                   | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Anesthetist<br>9144 |             | Anesthetist Nurse Sr. Nex<br>7865 |             |
|------------------------------------------------------------------|---------------------------------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|---------------------------|-------------|-----------------------------------|-------------|
|                                                                  |                                       | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                    | Monthly     | Hourly                            | Monthly     |
|                                                                  | <6 months                             |                              |             |                               |             |                                |             |                           |             |                                   |             |
| 1                                                                | 6 mos.                                | \$60.80                      | \$10,579.20 | \$63.84                       | \$11,108.16 | \$67.03                        | \$11,663.22 | \$89.40                   | \$15,555.60 | \$93.88                           | \$16,335.12 |
| 2                                                                | 1 year                                | \$61.99                      | \$10,786.26 | \$65.13                       | \$11,332.62 | \$68.39                        | \$11,899.86 | \$91.16                   | \$15,861.84 | \$95.76                           | \$16,662.24 |
| 3                                                                | 2 years                               | \$63.24                      | \$11,003.76 | \$66.40                       | \$11,553.60 | \$69.72                        | \$12,131.28 | \$92.99                   | \$16,180.26 | \$97.69                           | \$16,998.06 |
| 4                                                                | 3 years                               | \$64.51                      | \$11,224.74 | \$67.75                       | \$11,788.50 | \$71.13                        | \$12,376.62 | \$94.84                   | \$16,502.16 | \$99.62                           | \$17,333.88 |
| 5                                                                | 4 years                               | \$65.80                      | \$11,449.20 | \$69.09                       | \$12,021.66 | \$72.56                        | \$12,625.44 | \$96.75                   | \$16,834.50 | \$101.63                          | \$17,683.62 |
| 6                                                                | 5 years                               | \$67.13                      | \$11,680.62 | \$70.49                       | \$12,265.26 | \$74.00                        | \$12,876.00 | \$98.67                   | \$17,168.58 | \$103.64                          | \$18,033.36 |
| 7                                                                | 6 years                               | \$68.45                      | \$11,910.30 | \$71.88                       | \$12,507.12 | \$75.51                        | \$13,138.74 | \$100.65                  | \$17,513.10 | \$105.72                          | \$18,395.28 |
| 8                                                                | 7 years                               | \$69.84                      | \$12,152.16 | \$73.32                       | \$12,757.68 | \$77.00                        | \$13,398.00 | \$102.66                  | \$17,862.84 | \$107.85                          | \$18,765.90 |
| 9                                                                | 8 years                               | \$71.23                      | \$12,394.02 | \$74.78                       | \$13,011.72 | \$78.54                        | \$13,665.96 | \$104.74                  | \$18,224.76 | \$110.01                          | \$19,141.74 |
| 10                                                               | 9 years                               | \$72.65                      | \$12,641.10 | \$76.28                       | \$13,272.72 | \$80.08                        | \$13,933.92 | \$106.82                  | \$18,586.68 | \$112.22                          | \$19,526.28 |
| 11                                                               | 10 years                              | \$74.11                      | \$12,895.14 | \$77.82                       | \$13,540.68 | \$81.71                        | \$14,217.54 | \$108.94                  | \$18,955.56 | \$114.47                          | \$19,917.78 |
| 12                                                               | 11 years                              | \$75.59                      | \$13,152.66 | \$79.35                       | \$13,806.90 | \$83.33                        | \$14,499.42 | \$111.12                  | \$19,334.88 | \$116.75                          | \$20,314.50 |
| 13                                                               | 12 years                              | \$77.08                      | \$13,411.92 | \$80.96                       | \$14,087.04 | \$85.00                        | \$14,790.00 | \$113.35                  | \$19,722.90 | \$119.09                          | \$20,721.66 |
| 14                                                               | 13 years                              | \$78.63                      | \$13,681.62 | \$82.56                       | \$14,365.44 | \$86.72                        | \$15,089.28 | \$115.58                  | \$20,110.92 | \$121.47                          | \$21,135.78 |
| 15                                                               | ≥20 years                             | \$80.20                      | \$13,954.80 | \$84.21                       | \$14,652.54 | \$88.45                        | \$15,390.30 | \$117.92                  | \$20,518.08 | \$123.90                          | \$21,558.60 |
| 16                                                               | >20 years + 20<br>years UC<br>Service | \$81.82                      | \$14,236.68 | \$85.91                       | \$14,948.34 | \$90.23                        | \$15,700.02 | \$120.29                  | \$20,930.46 | \$126.37                          | \$21,988.38 |
| 17                                                               | ≥21 years + 20<br>years UC<br>Service | \$83.43                      | \$14,516.82 | \$87.63                       | \$15,247.62 | \$92.03                        | \$16,013.22 | \$122.69                  | \$21,348.06 | \$128.90                          | \$22,428.60 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                       |                              |             |                               |             |                                |             |                           |             |                                   |             |
|                                                                  |                                       | <b>Hourly</b>                |             | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>             |             | <b>Hourly</b>                     |             |
|                                                                  | <b>Evening</b>                        | \$3.00                       |             | \$3.00                        |             | \$3.00                         |             | \$3.50                    |             | \$3.50                            |             |
|                                                                  | <b>Night</b>                          | \$4.50                       |             | \$4.50                        |             | \$4.50                         |             | \$5.25                    |             | \$5.25                            |             |
|                                                                  | <b>Weekend</b>                        | \$2.00                       |             | \$2.00                        |             | \$2.00                         |             | \$2.00                    |             | \$2.00                            |             |
|                                                                  | <b>On-Call</b>                        | \$8.00                       |             | \$8.00                        |             | \$8.00                         |             | \$9.00                    |             | \$9.00                            |             |
|                                                                  | <b>Charge Nurse</b>                   | \$0.00                       |             | \$0.00                        |             | \$0.00                         |             | -                         |             | \$0.00                            |             |

| <b>UC IRVINE</b>                                                 |                                    |                                                 |                                                |                                                   |
|------------------------------------------------------------------|------------------------------------|-------------------------------------------------|------------------------------------------------|---------------------------------------------------|
| <b>Effective January 2019</b>                                    |                                    |                                                 |                                                |                                                   |
| <b>Step</b>                                                      | <b>Nurse<br/>Per Diem<br/>9119</b> | <b>Nurse Practitioner<br/>Per Diem<br/>9160</b> | <b>Nurse Anesthetist<br/>Per Diem<br/>9122</b> | <b>Sr Nurse Anesthetist<br/>Per Diem<br/>9121</b> |
|                                                                  | <b>Hourly</b>                      | <b>Hourly</b>                                   | <b>Hourly</b>                                  | <b>Hourly</b>                                     |
| <b>1</b>                                                         | \$60.48                            | \$86.26                                         | \$124.62                                       | \$136.56                                          |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                    |                                                 |                                                |                                                   |
|                                                                  | <b>Hourly</b>                      | <b>Hourly</b>                                   | <b>Hourly</b>                                  | <b>Hourly</b>                                     |
| <b>Evening</b>                                                   | \$2.25                             | \$3.00                                          | \$3.50                                         | \$3.50                                            |
| <b>Night</b>                                                     | \$3.50                             | \$4.50                                          | \$5.25                                         | \$5.25                                            |
| <b>Weekend</b>                                                   | \$2.00                             | \$2.00                                          | \$2.00                                         | \$2.00                                            |
| <b>On-Call</b>                                                   | \$8.00                             | \$8.00                                          | \$9.00                                         | \$9.00                                            |
| <b>Charge Nurse</b>                                              | \$2.50                             | \$0.00                                          | \$0.00                                         | \$0.00                                            |

| <b>UC IRVINE</b>                                                 |                                           |                               |                |                                |                |                                 |                |                                |                |                                     |                |
|------------------------------------------------------------------|-------------------------------------------|-------------------------------|----------------|--------------------------------|----------------|---------------------------------|----------------|--------------------------------|----------------|-------------------------------------|----------------|
| <b>Effective January 2020</b>                                    |                                           |                               |                |                                |                |                                 |                |                                |                |                                     |                |
| <b>Step</b>                                                      | <b>Years of Experience</b>                | <b>Nurse, Clinical I 9140</b> |                | <b>Nurse, Clinical II 9139</b> |                | <b>Nurse, Clinical III 9138</b> |                | <b>Nurse, Clinical IV 9137</b> |                | <b>Nurse, Administrative I 9134</b> |                |
|                                                                  |                                           | <b>Hourly</b>                 | <b>Monthly</b> | <b>Hourly</b>                  | <b>Monthly</b> | <b>Hourly</b>                   | <b>Monthly</b> | <b>Hourly</b>                  | <b>Monthly</b> | <b>Hourly</b>                       | <b>Monthly</b> |
|                                                                  | <b>&lt;6 months</b>                       | \$47.69                       | \$8,219.03     |                                |                |                                 |                |                                |                |                                     |                |
| <b>1</b>                                                         | <b>6 mos.</b>                             |                               |                | \$48.88                        | \$8,505.12     | \$51.30                         | \$8,926.76     | \$53.84                        | \$9,368.30     | \$51.30                             | \$8,926.76     |
| <b>2</b>                                                         | <b>1 year</b>                             |                               |                | \$49.87                        | \$8,677.03     | \$52.33                         | \$9,105.91     | \$54.90                        | \$9,552.88     | \$52.33                             | \$9,105.91     |
| <b>3</b>                                                         | <b>2 years</b>                            |                               |                | \$50.87                        | \$8,850.75     | \$53.35                         | \$9,283.25     | \$56.00                        | \$9,744.70     | \$53.35                             | \$9,283.25     |
| <b>4</b>                                                         | <b>3 years</b>                            |                               |                | \$51.88                        | \$9,026.28     | \$54.42                         | \$9,469.64     | \$57.14                        | \$9,941.94     | \$54.42                             | \$9,469.64     |
| <b>5</b>                                                         | <b>4 years</b>                            |                               |                | \$52.90                        | \$9,205.44     | \$55.54                         | \$9,663.26     | \$58.26                        | \$10,137.38    | \$55.54                             | \$9,663.26     |
| <b>6</b>                                                         | <b>5 years</b>                            |                               |                | \$53.97                        | \$9,390.01     | \$56.64                         | \$9,855.08     | \$59.45                        | \$10,343.67    | \$56.64                             | \$9,855.08     |
| <b>7</b>                                                         | <b>6 years</b>                            |                               |                | \$55.05                        | \$9,578.21     | \$57.78                         | \$10,054.14    | \$60.62                        | \$10,548.16    | \$57.78                             | \$10,054.14    |
| <b>8</b>                                                         | <b>7 years</b>                            |                               |                | \$56.16                        | \$9,771.84     | \$58.94                         | \$10,255.00    | \$61.86                        | \$10,763.50    | \$58.94                             | \$10,255.00    |
| <b>9</b>                                                         | <b>8 years</b>                            |                               |                | \$57.26                        | \$9,963.66     | \$60.11                         | \$10,459.49    | \$63.07                        | \$10,973.41    | \$60.11                             | \$10,459.49    |
| <b>10</b>                                                        | <b>9 years</b>                            |                               |                | \$58.44                        | \$10,168.14    | \$61.31                         | \$10,667.59    | \$64.36                        | \$11,197.80    | \$61.31                             | \$10,667.59    |
| <b>11</b>                                                        | <b>10 years</b>                           |                               |                | \$59.58                        | \$10,367.20    | \$62.55                         | \$10,882.93    | \$65.60                        | \$11,414.96    | \$62.55                             | \$10,882.93    |
| <b>12</b>                                                        | <b>11 years</b>                           |                               |                | \$60.78                        | \$10,575.30    | \$63.78                         | \$11,098.28    | \$66.97                        | \$11,652.01    | \$63.78                             | \$11,098.28    |
| <b>13</b>                                                        | <b>12 years</b>                           |                               |                | \$61.98                        | \$10,785.22    | \$65.06                         | \$11,320.86    | \$68.31                        | \$11,885.45    | \$65.06                             | \$11,320.86    |
| <b>14</b>                                                        | <b>13 years</b>                           |                               |                | \$63.24                        | \$11,004.18    | \$66.37                         | \$11,548.87    | \$69.66                        | \$12,120.70    | \$66.37                             | \$11,548.87    |
| <b>15</b>                                                        | <b>≥20 years</b>                          |                               |                | \$64.50                        | \$11,223.14    | \$67.71                         | \$11,782.31    | \$71.05                        | \$12,363.19    | \$67.71                             | \$11,782.31    |
| <b>16</b>                                                        | <b>&gt;20 years + 20 years UC Service</b> |                               |                | \$65.78                        | \$11,445.72    | \$69.04                         | \$12,012.12    | \$72.46                        | \$12,607.48    | \$69.04                             | \$12,012.12    |
| <b>17</b>                                                        | <b>≥21 years + 20 years UC Service</b>    |                               |                | \$67.10                        | \$11,675.54    | \$70.44                         | \$12,256.42    | \$73.91                        | \$12,860.83    | \$70.44                             | \$12,256.42    |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                           |                               |                |                                |                |                                 |                |                                |                |                                     |                |
|                                                                  |                                           | <b>Hourly</b>                 |                | <b>Hourly</b>                  |                | <b>Hourly</b>                   |                | <b>Hourly</b>                  |                | <b>Hourly</b>                       |                |
|                                                                  | <b>Evening</b>                            | \$2.25                        |                | \$2.25                         |                | \$2.25                          |                | \$2.25                         |                | \$2.25                              |                |
|                                                                  | <b>Night</b>                              | \$3.50                        |                | \$3.50                         |                | \$3.50                          |                | \$3.50                         |                | \$3.50                              |                |
|                                                                  | <b>Weekend</b>                            | \$2.00                        |                | \$2.00                         |                | \$2.00                          |                | \$2.00                         |                | \$2.00                              |                |
|                                                                  | <b>On-Call</b>                            | \$8.00                        |                | \$8.00                         |                | \$8.00                          |                | \$8.00                         |                | \$8.00                              |                |
|                                                                  | <b>Charge Nurse</b>                       | \$0.00                        |                | \$2.50                         |                | \$2.50                          |                | \$0.00                         |                | \$0.00                              |                |

**UC IRVINE**

**Effective January 2020**

| Step                                                             | Years of Experience                   | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Anesthetist<br>9144 |             | Anesthetist Nurse Sr. Nex<br>7865 |             |
|------------------------------------------------------------------|---------------------------------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|---------------------------|-------------|-----------------------------------|-------------|
|                                                                  |                                       | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                    | Monthly     | Hourly                            | Monthly     |
|                                                                  | <6 months                             |                              |             |                               |             |                                |             |                           |             |                                   |             |
| 1                                                                | 6 mos.                                | \$63.23                      | \$11,002.37 | \$66.39                       | \$11,552.49 | \$69.71                        | \$12,129.75 | \$92.98                   | \$16,177.82 | \$97.64                           | \$16,988.52 |
| 2                                                                | 1 year                                | \$64.47                      | \$11,217.71 | \$67.74                       | \$11,785.92 | \$71.13                        | \$12,375.85 | \$94.81                   | \$16,496.31 | \$99.59                           | \$17,328.73 |
| 3                                                                | 2 years                               | \$65.77                      | \$11,443.91 | \$69.06                       | \$12,015.74 | \$72.51                        | \$12,616.53 | \$96.71                   | \$16,827.47 | \$101.60                          | \$17,677.98 |
| 4                                                                | 3 years                               | \$67.09                      | \$11,673.73 | \$70.46                       | \$12,260.04 | \$73.98                        | \$12,871.68 | \$98.63                   | \$17,162.25 | \$103.60                          | \$18,027.24 |
| 5                                                                | 4 years                               | \$68.43                      | \$11,907.17 | \$71.85                       | \$12,502.53 | \$75.46                        | \$13,130.46 | \$100.62                  | \$17,507.88 | \$105.70                          | \$18,390.96 |
| 6                                                                | 5 years                               | \$69.82                      | \$12,147.84 | \$73.31                       | \$12,755.87 | \$76.96                        | \$13,391.04 | \$102.62                  | \$17,855.32 | \$107.79                          | \$18,754.69 |
| 7                                                                | 6 years                               | \$71.19                      | \$12,386.71 | \$74.76                       | \$13,007.40 | \$78.53                        | \$13,664.29 | \$104.68                  | \$18,213.62 | \$109.95                          | \$19,131.09 |
| 8                                                                | 7 years                               | \$72.63                      | \$12,638.25 | \$76.25                       | \$13,267.99 | \$80.08                        | \$13,933.92 | \$106.77                  | \$18,577.35 | \$112.16                          | \$19,516.54 |
| 9                                                                | 8 years                               | \$74.08                      | \$12,889.78 | \$77.77                       | \$13,532.19 | \$81.68                        | \$14,212.60 | \$108.93                  | \$18,953.75 | \$114.41                          | \$19,907.41 |
| 10                                                               | 9 years                               | \$75.56                      | \$13,146.74 | \$79.33                       | \$13,803.63 | \$83.28                        | \$14,491.28 | \$111.09                  | \$19,330.15 | \$116.71                          | \$20,307.33 |
| 11                                                               | 10 years                              | \$77.07                      | \$13,410.95 | \$80.93                       | \$14,082.31 | \$84.98                        | \$14,786.24 | \$113.30                  | \$19,713.78 | \$119.05                          | \$20,714.49 |
| 12                                                               | 11 years                              | \$78.61                      | \$13,678.77 | \$82.52                       | \$14,359.18 | \$86.66                        | \$15,079.40 | \$115.56                  | \$20,108.28 | \$121.42                          | \$21,127.08 |
| 13                                                               | 12 years                              | \$80.16                      | \$13,948.40 | \$84.20                       | \$14,650.52 | \$88.40                        | \$15,381.60 | \$117.88                  | \$20,511.82 | \$123.85                          | \$21,550.53 |
| 14                                                               | 13 years                              | \$81.78                      | \$14,228.88 | \$85.86                       | \$14,940.06 | \$90.19                        | \$15,692.85 | \$120.20                  | \$20,915.36 | \$126.33                          | \$21,981.21 |
| 15                                                               | ≥20 years                             | \$83.41                      | \$14,512.99 | \$87.58                       | \$15,238.64 | \$91.99                        | \$16,005.91 | \$122.64                  | \$21,338.80 | \$128.86                          | \$22,420.94 |
| 16                                                               | >20 years + 20<br>years UC<br>Service | \$85.09                      | \$14,806.15 | \$89.35                       | \$15,546.27 | \$93.84                        | \$16,328.02 | \$125.10                  | \$21,767.68 | \$131.42                          | \$22,867.92 |
| 17                                                               | ≥21 years + 20<br>years UC<br>Service | \$86.77                      | \$15,097.49 | \$91.14                       | \$15,857.52 | \$95.71                        | \$16,653.75 | \$127.60                  | \$22,201.98 | \$134.06                          | \$23,325.74 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                       |                              |             |                               |             |                                |             |                           |             |                                   |             |
|                                                                  |                                       | <b>Hourly</b>                |             | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>             |             | <b>Hourly</b>                     |             |
|                                                                  | <b>Evening</b>                        | \$3.00                       |             | \$3.00                        |             | \$3.00                         |             | \$3.50                    |             | \$3.50                            |             |
|                                                                  | <b>Night</b>                          | \$4.50                       |             | \$4.50                        |             | \$4.50                         |             | \$5.25                    |             | \$5.25                            |             |
|                                                                  | <b>Weekend</b>                        | \$2.00                       |             | \$2.00                        |             | \$2.00                         |             | \$2.00                    |             | \$2.00                            |             |
|                                                                  | <b>On-Call</b>                        | \$8.00                       |             | \$8.00                        |             | \$8.00                         |             | \$9.00                    |             | \$9.00                            |             |
|                                                                  | <b>Charge Nurse</b>                   | \$0.00                       |             | \$0.00                        |             | \$0.00                         |             | -                         |             | \$0.00                            |             |

| <b>UC IRVINE</b>                                                 |                                    |                                                 |                                                |                                                   |
|------------------------------------------------------------------|------------------------------------|-------------------------------------------------|------------------------------------------------|---------------------------------------------------|
| <b>Effective January 2020</b>                                    |                                    |                                                 |                                                |                                                   |
| <b>Step</b>                                                      | <b>Nurse<br/>Per Diem<br/>9119</b> | <b>Nurse Practitioner<br/>Per Diem<br/>9160</b> | <b>Nurse Anesthetist<br/>Per Diem<br/>9122</b> | <b>Sr Nurse Anesthetist<br/>Per Diem<br/>9121</b> |
|                                                                  | <b>Hourly</b>                      | <b>Hourly</b>                                   | <b>Hourly</b>                                  | <b>Hourly</b>                                     |
| <b>1</b>                                                         | \$62.90                            | \$89.71                                         | \$129.60                                       | \$142.02                                          |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                    |                                                 |                                                |                                                   |
|                                                                  | <b>Hourly</b>                      | <b>Hourly</b>                                   | <b>Hourly</b>                                  | <b>Hourly</b>                                     |
| <b>Evening</b>                                                   | \$2.25                             | \$3.00                                          | \$3.50                                         | \$3.50                                            |
| <b>Night</b>                                                     | \$3.50                             | \$4.50                                          | \$5.25                                         | \$5.25                                            |
| <b>Weekend</b>                                                   | \$2.00                             | \$2.00                                          | \$2.00                                         | \$2.00                                            |
| <b>On-Call</b>                                                   | \$8.00                             | \$8.00                                          | \$9.00                                         | \$9.00                                            |
| <b>Charge Nurse</b>                                              | \$2.50                             | \$0.00                                          | \$0.00                                         | \$0.00                                            |

**UC IRVINE**

**Effective January 2021**

| Step                                                             | Years of Experience                               | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse, Clinical IV<br>9137 |             | Nurse, Administrative I<br>9134 |             |
|------------------------------------------------------------------|---------------------------------------------------|---------------------------|------------|----------------------------|-------------|-----------------------------|-------------|----------------------------|-------------|---------------------------------|-------------|
|                                                                  |                                                   | Hourly                    | Monthly    | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                     | Monthly     | Hourly                          | Monthly     |
|                                                                  | <6 months                                         | \$49.13                   | \$8,465.60 |                            |             |                             |             |                            |             |                                 |             |
| <b>1</b>                                                         | <b>6 mos.</b>                                     |                           |            | \$50.35                    | \$8,760.27  | \$52.84                     | \$9,194.56  | \$55.46                    | \$9,649.35  | \$52.84                         | \$9,194.56  |
| <b>2</b>                                                         | <b>1 year</b>                                     |                           |            | \$51.36                    | \$8,937.34  | \$53.90                     | \$9,379.08  | \$56.55                    | \$9,839.46  | \$53.90                         | \$9,379.08  |
| <b>3</b>                                                         | <b>2 years</b>                                    |                           |            | \$52.39                    | \$9,116.28  | \$54.95                     | \$9,561.75  | \$57.68                    | \$10,037.04 | \$54.95                         | \$9,561.75  |
| <b>4</b>                                                         | <b>3 years</b>                                    |                           |            | \$53.43                    | \$9,297.07  | \$56.06                     | \$9,753.73  | \$58.85                    | \$10,240.20 | \$56.06                         | \$9,753.73  |
| <b>5</b>                                                         | <b>4 years</b>                                    |                           |            | \$54.49                    | \$9,481.60  | \$57.20                     | \$9,953.16  | \$60.01                    | \$10,441.50 | \$57.20                         | \$9,953.16  |
| <b>6</b>                                                         | <b>5 years</b>                                    |                           |            | \$55.58                    | \$9,671.71  | \$58.34                     | \$10,150.73 | \$61.23                    | \$10,653.98 | \$58.34                         | \$10,150.73 |
| <b>7</b>                                                         | <b>6 years</b>                                    |                           |            | \$56.70                    | \$9,865.56  | \$59.52                     | \$10,355.76 | \$62.44                    | \$10,864.60 | \$59.52                         | \$10,355.76 |
| <b>8</b>                                                         | <b>7 years</b>                                    |                           |            | \$57.84                    | \$10,065.00 | \$60.70                     | \$10,562.65 | \$63.71                    | \$11,086.41 | \$60.70                         | \$10,562.65 |
| <b>9</b>                                                         | <b>8 years</b>                                    |                           |            | \$58.98                    | \$10,262.57 | \$61.92                     | \$10,773.27 | \$64.96                    | \$11,302.62 | \$61.92                         | \$10,773.27 |
| <b>10</b>                                                        | <b>9 years</b>                                    |                           |            | \$60.19                    | \$10,473.19 | \$63.15                     | \$10,987.62 | \$66.29                    | \$11,533.74 | \$63.15                         | \$10,987.62 |
| <b>11</b>                                                        | <b>10 years</b>                                   |                           |            | \$61.37                    | \$10,678.21 | \$64.42                     | \$11,209.42 | \$67.57                    | \$11,757.41 | \$64.42                         | \$11,209.42 |
| <b>12</b>                                                        | <b>11 years</b>                                   |                           |            | \$62.60                    | \$10,892.56 | \$65.70                     | \$11,431.23 | \$68.97                    | \$12,001.57 | \$65.70                         | \$11,431.23 |
| <b>13</b>                                                        | <b>12 years</b>                                   |                           |            | \$63.84                    | \$11,108.77 | \$67.01                     | \$11,660.48 | \$70.36                    | \$12,242.02 | \$67.01                         | \$11,660.48 |
| <b>14</b>                                                        | <b>13 years</b>                                   |                           |            | \$65.14                    | \$11,334.30 | \$68.36                     | \$11,895.33 | \$71.75                    | \$12,484.32 | \$68.36                         | \$11,895.33 |
| <b>15</b>                                                        | <b>≥20 years</b>                                  |                           |            | \$66.44                    | \$11,559.83 | \$69.75                     | \$12,135.77 | \$73.18                    | \$12,734.08 | \$69.75                         | \$12,135.77 |
| <b>16</b>                                                        | <b>&gt;20 years + 20<br/>years UC<br/>Service</b> |                           |            | \$67.75                    | \$11,789.09 | \$71.11                     | \$12,372.49 | \$74.63                    | \$12,985.71 | \$71.11                         | \$12,372.49 |
| <b>17</b>                                                        | <b>≥21 years + 20<br/>years UC<br/>Service</b>    |                           |            | \$69.11                    | \$12,025.81 | \$72.55                     | \$12,624.11 | \$76.13                    | \$13,246.65 | \$72.55                         | \$12,624.11 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                                   |                           |            |                            |             |                             |             |                            |             |                                 |             |
|                                                                  |                                                   | <b>Hourly</b>             |            | <b>Hourly</b>              |             | <b>Hourly</b>               |             | <b>Hourly</b>              |             | <b>Hourly</b>                   |             |
|                                                                  | <b>Evening</b>                                    | \$2.25                    |            | \$2.25                     |             | \$2.25                      |             | \$2.25                     |             | \$2.25                          |             |
|                                                                  | <b>Night</b>                                      | \$3.50                    |            | \$3.50                     |             | \$3.50                      |             | \$3.50                     |             | \$3.50                          |             |
|                                                                  | <b>Weekend</b>                                    | \$2.00                    |            | \$2.00                     |             | \$2.00                      |             | \$2.00                     |             | \$2.00                          |             |
|                                                                  | <b>On-Call</b>                                    | \$8.00                    |            | \$8.00                     |             | \$8.00                      |             | \$8.00                     |             | \$8.00                          |             |
|                                                                  | <b>Charge Nurse</b>                               | \$0.00                    |            | \$2.50                     |             | \$2.50                      |             | \$0.00                     |             | \$0.00                          |             |



**UC IRVINE**

**Effective January 2021**

| Step                                                             | Years of Experience                   | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Anesthetist<br>9144 |             | Anesthetist Nurse Sr. Nex<br>7865 |             |
|------------------------------------------------------------------|---------------------------------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|---------------------------|-------------|-----------------------------------|-------------|
|                                                                  |                                       | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                    | Monthly     | Hourly                            | Monthly     |
|                                                                  | <6 months                             |                              |             |                               |             |                                |             |                           |             |                                   |             |
| 1                                                                | 6 mos.                                | \$65.13                      | \$11,332.44 | \$68.39                       | \$11,899.06 | \$71.80                        | \$12,493.64 | \$95.77                   | \$16,663.16 | \$100.56                          | \$17,498.18 |
| 2                                                                | 1 year                                | \$66.40                      | \$11,554.24 | \$69.77                       | \$12,139.50 | \$73.26                        | \$12,747.13 | \$97.65                   | \$16,991.20 | \$102.58                          | \$17,848.59 |
| 3                                                                | 2 years                               | \$67.74                      | \$11,787.23 | \$71.13                       | \$12,376.22 | \$74.68                        | \$12,995.03 | \$99.61                   | \$17,332.29 | \$104.65                          | \$18,208.32 |
| 4                                                                | 3 years                               | \$69.10                      | \$12,023.94 | \$72.57                       | \$12,627.84 | \$76.19                        | \$13,257.84 | \$101.59                  | \$17,677.11 | \$106.71                          | \$18,568.05 |
| 5                                                                | 4 years                               | \$70.48                      | \$12,264.38 | \$74.01                       | \$12,877.60 | \$77.73                        | \$13,524.37 | \$103.64                  | \$18,033.12 | \$108.87                          | \$18,942.69 |
| 6                                                                | 5 years                               | \$71.91                      | \$12,512.28 | \$75.51                       | \$13,138.55 | \$79.27                        | \$13,792.77 | \$105.70                  | \$18,390.98 | \$111.02                          | \$19,317.34 |
| 7                                                                | 6 years                               | \$73.32                      | \$12,758.31 | \$77.00                       | \$13,397.63 | \$80.89                        | \$14,074.22 | \$107.82                  | \$18,760.03 | \$113.25                          | \$19,705.02 |
| 8                                                                | 7 years                               | \$74.81                      | \$13,017.39 | \$78.54                       | \$13,666.03 | \$82.48                        | \$14,351.94 | \$109.97                  | \$19,134.67 | \$115.53                          | \$20,102.03 |
| 9                                                                | 8 years                               | \$76.30                      | \$13,276.47 | \$80.10                       | \$13,938.15 | \$84.13                        | \$14,638.98 | \$112.20                  | \$19,522.36 | \$117.84                          | \$20,504.63 |
| 10                                                               | 9 years                               | \$77.82                      | \$13,541.15 | \$81.71                       | \$14,217.74 | \$85.78                        | \$14,926.02 | \$114.43                  | \$19,910.05 | \$120.21                          | \$20,916.55 |
| 11                                                               | 10 years                              | \$79.39                      | \$13,813.27 | \$83.36                       | \$14,504.78 | \$87.53                        | \$15,229.83 | \$116.70                  | \$20,305.20 | \$122.62                          | \$21,335.93 |
| 12                                                               | 11 years                              | \$80.97                      | \$14,089.13 | \$85.00                       | \$14,789.95 | \$89.26                        | \$15,531.78 | \$119.03                  | \$20,711.52 | \$125.06                          | \$21,760.89 |
| 13                                                               | 12 years                              | \$82.57                      | \$14,366.85 | \$86.72                       | \$15,090.04 | \$91.05                        | \$15,843.05 | \$121.42                  | \$21,127.17 | \$127.57                          | \$22,197.04 |
| 14                                                               | 13 years                              | \$84.23                      | \$14,655.75 | \$88.44                       | \$15,388.26 | \$92.89                        | \$16,163.64 | \$123.81                  | \$21,542.82 | \$130.12                          | \$22,640.65 |
| 15                                                               | ≥20 years                             | \$85.91                      | \$14,948.38 | \$90.21                       | \$15,695.80 | \$94.75                        | \$16,486.09 | \$126.32                  | \$21,978.97 | \$132.72                          | \$23,093.57 |
| 16                                                               | >20 years + 20<br>years UC<br>Service | \$87.65                      | \$15,250.33 | \$92.03                       | \$16,012.66 | \$96.65                        | \$16,817.86 | \$128.85                  | \$22,420.71 | \$135.37                          | \$23,553.95 |
| 17                                                               | ≥21 years + 20<br>years UC<br>Service | \$89.37                      | \$15,550.42 | \$93.87                       | \$16,333.25 | \$98.58                        | \$17,153.36 | \$131.43                  | \$22,868.04 | \$138.08                          | \$24,025.52 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                       |                              |             |                               |             |                                |             |                           |             |                                   |             |
|                                                                  |                                       | <b>Hourly</b>                |             | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>             |             | <b>Hourly</b>                     |             |
|                                                                  | <b>Evening</b>                        | \$3.00                       |             | \$3.00                        |             | \$3.00                         |             | \$3.50                    |             | \$3.50                            |             |
|                                                                  | <b>Night</b>                          | \$4.50                       |             | \$4.50                        |             | \$4.50                         |             | \$5.25                    |             | \$5.25                            |             |
|                                                                  | <b>Weekend</b>                        | \$2.00                       |             | \$2.00                        |             | \$2.00                         |             | \$2.00                    |             | \$2.00                            |             |
|                                                                  | <b>On-Call</b>                        | \$8.00                       |             | \$8.00                        |             | \$8.00                         |             | \$9.00                    |             | \$9.00                            |             |
|                                                                  | <b>Charge Nurse</b>                   | \$0.00                       |             | \$0.00                        |             | \$0.00                         |             | -                         |             | \$0.00                            |             |

| <b>UC IRVINE</b>                                                 |                                    |                                                 |                                                |                                               |
|------------------------------------------------------------------|------------------------------------|-------------------------------------------------|------------------------------------------------|-----------------------------------------------|
| <b>Effective January 2021</b>                                    |                                    |                                                 |                                                |                                               |
| <b>Step</b>                                                      | <b>Nurse<br/>Per Diem<br/>9119</b> | <b>Nurse Practitioner<br/>Per Diem<br/>9160</b> | <b>Nurse Anesthetist<br/>Per Diem<br/>9122</b> | <b>Sr Nurse Anesthetist<br/>Per Diem 9121</b> |
|                                                                  | <b>Hourly</b>                      | <b>Hourly</b>                                   | <b>Hourly</b>                                  | <b>Hourly</b>                                 |
| <b>1</b>                                                         | \$64.79                            | \$92.40                                         | \$133.49                                       | \$146.28                                      |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                    |                                                 |                                                |                                               |
|                                                                  | <b>Hourly</b>                      | <b>Hourly</b>                                   | <b>Hourly</b>                                  | <b>Hourly</b>                                 |
| <b>Evening</b>                                                   | \$2.25                             | \$3.00                                          | \$3.50                                         | \$3.50                                        |
| <b>Night</b>                                                     | \$3.50                             | \$4.50                                          | \$5.25                                         | \$5.25                                        |
| <b>Weekend</b>                                                   | \$2.00                             | \$2.00                                          | \$2.00                                         | \$2.00                                        |
| <b>On-Call</b>                                                   | \$8.00                             | \$8.00                                          | \$9.00                                         | \$9.00                                        |
| <b>Charge Nurse</b>                                              | \$2.50                             | \$0.00                                          | \$0.00                                         | \$0.00                                        |

**UC IRVINE**

**Effective January 2022**

| Step                                                             | Years of Experience                   | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse, Clinical IV<br>9137 |             | Nurse, Administrative I<br>9134 |             |
|------------------------------------------------------------------|---------------------------------------|---------------------------|------------|----------------------------|-------------|-----------------------------|-------------|----------------------------|-------------|---------------------------------|-------------|
|                                                                  |                                       | Hourly                    | Monthly    | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                     | Monthly     | Hourly                          | Monthly     |
|                                                                  | <6 months                             | \$50.60                   | \$8,719.57 |                            |             |                             |             |                            |             |                                 |             |
| 1                                                                | 6 mos.                                |                           |            | \$51.86                    | \$9,023.08  | \$54.43                     | \$9,470.40  | \$57.12                    | \$9,938.83  | \$54.43                         | \$9,470.40  |
| 2                                                                | 1 year                                |                           |            | \$52.90                    | \$9,205.46  | \$55.52                     | \$9,660.46  | \$58.25                    | \$10,134.65 | \$55.52                         | \$9,660.46  |
| 3                                                                | 2 years                               |                           |            | \$53.96                    | \$9,389.76  | \$56.60                     | \$9,848.60  | \$59.41                    | \$10,338.15 | \$56.60                         | \$9,848.60  |
| 4                                                                | 3 years                               |                           |            | \$55.03                    | \$9,575.99  | \$57.74                     | \$10,046.34 | \$60.62                    | \$10,547.41 | \$57.74                         | \$10,046.34 |
| 5                                                                | 4 years                               |                           |            | \$56.13                    | \$9,766.05  | \$58.92                     | \$10,251.76 | \$61.81                    | \$10,754.75 | \$58.92                         | \$10,251.76 |
| 6                                                                | 5 years                               |                           |            | \$57.25                    | \$9,961.87  | \$60.09                     | \$10,455.26 | \$63.07                    | \$10,973.60 | \$60.09                         | \$10,455.26 |
| 7                                                                | 6 years                               |                           |            | \$58.40                    | \$10,161.53 | \$61.30                     | \$10,666.43 | \$64.31                    | \$11,190.54 | \$61.30                         | \$10,666.43 |
| 8                                                                | 7 years                               |                           |            | \$59.58                    | \$10,366.95 | \$62.53                     | \$10,879.53 | \$65.63                    | \$11,419.00 | \$62.53                         | \$10,879.53 |
| 9                                                                | 8 years                               |                           |            | \$60.75                    | \$10,570.44 | \$63.77                     | \$11,096.47 | \$66.91                    | \$11,641.70 | \$63.77                         | \$11,096.47 |
| 10                                                               | 9 years                               |                           |            | \$62.00                    | \$10,787.38 | \$65.04                     | \$11,317.25 | \$68.27                    | \$11,879.75 | \$65.04                         | \$11,317.25 |
| 11                                                               | 10 years                              |                           |            | \$63.21                    | \$10,998.56 | \$66.35                     | \$11,545.71 | \$69.60                    | \$12,110.13 | \$66.35                         | \$11,545.71 |
| 12                                                               | 11 years                              |                           |            | \$64.48                    | \$11,219.34 | \$67.67                     | \$11,774.16 | \$71.04                    | \$12,361.62 | \$67.67                         | \$11,774.16 |
| 13                                                               | 12 years                              |                           |            | \$65.76                    | \$11,442.04 | \$69.02                     | \$12,010.30 | \$72.47                    | \$12,609.28 | \$69.02                         | \$12,010.30 |
| 14                                                               | 13 years                              |                           |            | \$67.09                    | \$11,674.33 | \$70.41                     | \$12,252.19 | \$73.90                    | \$12,858.85 | \$70.41                         | \$12,252.19 |
| 15                                                               | ≥20 years                             |                           |            | \$68.43                    | \$11,906.63 | \$71.84                     | \$12,499.85 | \$75.38                    | \$13,116.11 | \$71.84                         | \$12,499.85 |
| 16                                                               | >20 years + 20<br>years UC<br>Service |                           |            | \$69.79                    | \$12,142.76 | \$73.24                     | \$12,743.66 | \$76.87                    | \$13,375.28 | \$73.24                         | \$12,743.66 |
| 17                                                               | ≥21 years + 20<br>years UC<br>Service |                           |            | \$71.19                    | \$12,386.58 | \$74.73                     | \$13,002.84 | \$78.41                    | \$13,644.05 | \$74.73                         | \$13,002.84 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                       |                           |            |                            |             |                             |             |                            |             |                                 |             |
|                                                                  |                                       | <b>Hourly</b>             |            | <b>Hourly</b>              |             | <b>Hourly</b>               |             | <b>Hourly</b>              |             | <b>Hourly</b>                   |             |
|                                                                  | <b>Evening</b>                        | \$2.25                    |            | \$2.25                     |             | \$2.25                      |             | \$2.25                     |             | \$2.25                          |             |
|                                                                  | <b>Night</b>                          | \$3.50                    |            | \$3.50                     |             | \$3.50                      |             | \$3.50                     |             | \$3.50                          |             |
|                                                                  | <b>Weekend</b>                        | \$2.00                    |            | \$2.00                     |             | \$2.00                      |             | \$2.00                     |             | \$2.00                          |             |
|                                                                  | <b>On-Call</b>                        | \$8.00                    |            | \$8.00                     |             | \$8.00                      |             | \$8.00                     |             | \$8.00                          |             |
|                                                                  | <b>Charge Nurse</b>                   | \$0.00                    |            | \$2.50                     |             | \$2.50                      |             | \$0.00                     |             | \$0.00                          |             |

**UC IRVINE**

**Effective January 2022**

| Step                                                             | Years of Experience                               | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Anesthetist<br>9144 |             | Anesthetist Nurse Sr. Nex<br>7865 |             |
|------------------------------------------------------------------|---------------------------------------------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|---------------------------|-------------|-----------------------------------|-------------|
|                                                                  |                                                   | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                    | Monthly     | Hourly                            | Monthly     |
|                                                                  | <6 months                                         |                              |             |                               |             |                                |             |                           |             |                                   |             |
| <b>1</b>                                                         | <b>6 mos.</b>                                     | \$67.08                      | \$11,672.41 | \$70.44                       | \$12,256.03 | \$73.96                        | \$12,868.45 | \$98.64                   | \$17,163.05 | \$103.58                          | \$18,023.13 |
| <b>2</b>                                                         | <b>1 year</b>                                     | \$68.40                      | \$11,900.87 | \$71.86                       | \$12,503.69 | \$75.46                        | \$13,129.54 | \$100.58                  | \$17,500.94 | \$105.66                          | \$18,384.05 |
| <b>3</b>                                                         | <b>2 years</b>                                    | \$69.77                      | \$12,140.84 | \$73.26                       | \$12,747.50 | \$76.92                        | \$13,384.88 | \$102.60                  | \$17,852.26 | \$107.78                          | \$18,754.57 |
| <b>4</b>                                                         | <b>3 years</b>                                    | \$71.18                      | \$12,384.66 | \$74.75                       | \$13,006.68 | \$78.48                        | \$13,655.57 | \$104.64                  | \$18,207.43 | \$109.91                          | \$19,125.09 |
| <b>5</b>                                                         | <b>4 years</b>                                    | \$72.60                      | \$12,632.31 | \$76.23                       | \$13,263.93 | \$80.06                        | \$13,930.10 | \$106.75                  | \$18,574.11 | \$112.13                          | \$19,510.97 |
| <b>6</b>                                                         | <b>5 years</b>                                    | \$74.07                      | \$12,887.65 | \$77.77                       | \$13,532.70 | \$81.65                        | \$14,206.55 | \$108.87                  | \$18,942.71 | \$114.35                          | \$19,896.86 |
| <b>7</b>                                                         | <b>6 years</b>                                    | \$75.52                      | \$13,141.06 | \$79.31                       | \$13,799.56 | \$83.31                        | \$14,496.44 | \$111.05                  | \$19,322.83 | \$116.64                          | \$20,296.17 |
| <b>8</b>                                                         | <b>7 years</b>                                    | \$77.06                      | \$13,407.92 | \$80.90                       | \$14,076.01 | \$84.96                        | \$14,782.50 | \$113.27                  | \$19,708.71 | \$118.99                          | \$20,705.09 |
| <b>9</b>                                                         | <b>8 years</b>                                    | \$78.59                      | \$13,674.77 | \$82.51                       | \$14,356.30 | \$86.66                        | \$15,078.15 | \$115.56                  | \$20,108.03 | \$121.38                          | \$21,119.77 |
| <b>10</b>                                                        | <b>9 years</b>                                    | \$80.16                      | \$13,947.38 | \$84.16                       | \$14,644.27 | \$88.36                        | \$15,373.80 | \$117.86                  | \$20,507.35 | \$123.82                          | \$21,544.05 |
| <b>11</b>                                                        | <b>10 years</b>                                   | \$81.77                      | \$14,227.67 | \$85.86                       | \$14,939.92 | \$90.15                        | \$15,686.72 | \$120.20                  | \$20,914.35 | \$126.30                          | \$21,976.00 |
| <b>12</b>                                                        | <b>11 years</b>                                   | \$83.40                      | \$14,511.80 | \$87.55                       | \$15,233.65 | \$91.94                        | \$15,997.73 | \$122.60                  | \$21,332.87 | \$128.81                          | \$22,413.72 |
| <b>13</b>                                                        | <b>12 years</b>                                   | \$85.05                      | \$14,797.85 | \$89.33                       | \$15,542.74 | \$93.78                        | \$16,318.34 | \$125.06                  | \$21,760.99 | \$131.40                          | \$22,862.95 |
| <b>14</b>                                                        | <b>13 years</b>                                   | \$86.76                      | \$15,095.42 | \$91.09                       | \$15,849.91 | \$95.68                        | \$16,648.55 | \$127.52                  | \$22,189.10 | \$134.02                          | \$23,319.87 |
| <b>15</b>                                                        | <b>≥20 years</b>                                  | \$88.49                      | \$15,396.83 | \$92.91                       | \$16,166.67 | \$97.59                        | \$16,980.67 | \$130.11                  | \$22,638.34 | \$136.70                          | \$23,786.38 |
| <b>16</b>                                                        | <b>&gt;20 years + 20<br/>years UC<br/>Service</b> | \$90.27                      | \$15,707.84 | \$94.79                       | \$16,493.04 | \$99.55                        | \$17,322.40 | \$132.72                  | \$23,093.33 | \$139.43                          | \$24,260.57 |
| <b>17</b>                                                        | <b>≥21 years + 20<br/>years UC<br/>Service</b>    | \$92.05                      | \$16,016.93 | \$96.69                       | \$16,823.25 | \$101.54                       | \$17,667.96 | \$135.37                  | \$23,554.08 | \$142.22                          | \$24,746.28 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                                   |                              |             |                               |             |                                |             |                           |             |                                   |             |
|                                                                  |                                                   | <b>Hourly</b>                |             | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>             |             | <b>Hourly</b>                     |             |
|                                                                  | <b>Evening</b>                                    | \$3.00                       |             | \$3.00                        |             | \$3.00                         |             | \$3.50                    |             | \$3.50                            |             |
|                                                                  | <b>Night</b>                                      | \$4.50                       |             | \$4.50                        |             | \$4.50                         |             | \$5.25                    |             | \$5.25                            |             |
|                                                                  | <b>Weekend</b>                                    | \$2.00                       |             | \$2.00                        |             | \$2.00                         |             | \$2.00                    |             | \$2.00                            |             |
|                                                                  | <b>On-Call</b>                                    | \$8.00                       |             | \$8.00                        |             | \$8.00                         |             | \$9.00                    |             | \$9.00                            |             |
|                                                                  | <b>Charge Nurse</b>                               | \$0.00                       |             | \$0.00                        |             | \$0.00                         |             | -                         |             | \$0.00                            |             |

| <b>UC IRVINE</b>                                                 |                                    |                                                 |                                                |                                               |
|------------------------------------------------------------------|------------------------------------|-------------------------------------------------|------------------------------------------------|-----------------------------------------------|
| <b>Effective January 2022</b>                                    |                                    |                                                 |                                                |                                               |
| <b>Step</b>                                                      | <b>Nurse<br/>Per Diem<br/>9119</b> | <b>Nurse Practitioner<br/>Per Diem<br/>9160</b> | <b>Nurse Anesthetist Per<br/>Diem<br/>9122</b> | <b>Sr Nurse Anesthetist<br/>Per Diem 9121</b> |
|                                                                  | <b>Hourly</b>                      | <b>Hourly</b>                                   | <b>Hourly</b>                                  | <b>Hourly</b>                                 |
| <b>1</b>                                                         | \$66.73                            | \$95.17                                         | \$137.50                                       | \$150.67                                      |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                    |                                                 |                                                |                                               |
|                                                                  | <b>Hourly</b>                      | <b>Hourly</b>                                   | <b>Hourly</b>                                  | <b>Hourly</b>                                 |
| <b>Evening</b>                                                   | \$2.25                             | \$3.00                                          | \$3.50                                         | \$3.50                                        |
| <b>Night</b>                                                     | \$3.50                             | \$4.50                                          | \$5.25                                         | \$5.25                                        |
| <b>Weekend</b>                                                   | \$2.00                             | \$2.00                                          | \$2.00                                         | \$2.00                                        |
| <b>On-Call</b>                                                   | \$8.00                             | \$8.00                                          | \$9.00                                         | \$9.00                                        |
| <b>Charge Nurse</b>                                              | \$2.50                             | \$0.00                                          | \$0.00                                         | \$0.00                                        |

**UC LOS ANGELES  
Effective December 2018**

| Step                                                             | Years of Experience                      | Nurse Clinical I<br>9140 |            | Nurse Clinical II<br>9139 |             | Step | Years of Experience                 | Nurse Clinical III<br>9138 |             | Step | Years of Experience                 | Nurse Clinical IV<br>9137 |             |
|------------------------------------------------------------------|------------------------------------------|--------------------------|------------|---------------------------|-------------|------|-------------------------------------|----------------------------|-------------|------|-------------------------------------|---------------------------|-------------|
|                                                                  |                                          | Hourly                   | Monthly    | Hourly                    | Monthly     |      |                                     | Hourly                     | Monthly     |      |                                     | Hourly                    | Monthly     |
|                                                                  | <6 mos                                   | \$44.44                  | \$7,732.56 |                           |             |      |                                     |                            |             |      |                                     |                           |             |
| 1                                                                | 6 mos                                    |                          |            | \$47.47                   | \$8,259.78  | 1    | 1 year                              | \$50.95                    | \$8,865.30  | 1    | 1 year                              | \$54.91                   | \$9,554.34  |
| 2                                                                | 1 year                                   |                          |            | \$48.55                   | \$8,447.70  | 2    | 2 years                             | \$52.02                    | \$9,051.48  | 2    | 2 years                             | \$56.01                   | \$9,745.74  |
| 3                                                                | 2 years                                  |                          |            | \$49.52                   | \$8,616.48  | 3    | 3 years                             | \$53.02                    | \$9,225.48  | 3    | 3 years                             | \$57.10                   | \$9,935.40  |
| 4                                                                | 3 years                                  |                          |            | \$50.50                   | \$8,787.00  | 4    | 4 years                             | \$54.11                    | \$9,415.14  | 4    | 4 years                             | \$58.27                   | \$10,138.98 |
| 5                                                                | 4 years                                  |                          |            | \$51.50                   | \$8,961.00  | 5    | 5 years                             | \$55.17                    | \$9,599.58  | 5    | 5 years                             | \$59.42                   | \$10,339.08 |
| 6                                                                | 5 years                                  |                          |            | \$52.53                   | \$9,140.22  | 6    | 6 years                             | \$56.28                    | \$9,792.72  | 6    | 6 years                             | \$60.61                   | \$10,546.14 |
| 7                                                                | 6 years                                  |                          |            | \$53.58                   | \$9,322.92  | 7    | 7 years                             | \$57.39                    | \$9,985.86  | 7    | 7 years                             | \$61.81                   | \$10,754.94 |
| 8                                                                | 7 years                                  |                          |            | \$54.65                   | \$9,509.10  | 8    | 8 years                             | \$58.57                    | \$10,191.18 | 8    | 8 years                             | \$63.05                   | \$10,970.70 |
| 9                                                                | 8 years                                  |                          |            | \$55.74                   | \$9,698.76  | 9    | 9 years                             | \$59.71                    | \$10,389.54 | 9    | 9 years                             | \$64.32                   | \$11,191.68 |
| 10                                                               | 9 years                                  |                          |            | \$56.88                   | \$9,897.12  | 10   | 10 years                            | \$60.90                    | \$10,596.60 | 10   | 10 years                            | \$65.62                   | \$11,417.88 |
| 11                                                               | 10 years                                 |                          |            | \$58.03                   | \$10,097.22 | 11   | 11 years                            | \$62.14                    | \$10,812.36 | 11   | 11 years                            | \$66.92                   | \$11,644.08 |
| 12                                                               | 11 years                                 |                          |            | \$59.16                   | \$10,293.84 | 12   | 15 years                            | \$63.40                    | \$11,031.60 | 12   | 15 years                            | \$68.26                   | \$11,877.24 |
| 13                                                               | 15 years                                 |                          |            | \$60.35                   | \$10,500.90 | 13   | 20 years                            | \$64.63                    | \$11,245.62 | 13   | 20 years                            | \$69.64                   | \$12,117.36 |
| 14                                                               | 20 years                                 |                          |            | \$61.58                   | \$10,714.92 | 14   | 25 years                            | \$65.93                    | \$11,471.82 | 14   | 25 years                            | \$71.02                   | \$12,357.48 |
| 15                                                               | 25 years                                 |                          |            | \$62.78                   | \$10,923.72 | 15   | 15-19 years<br>+ 5 years UC service | \$67.13                    | \$11,680.62 | 15   | 15-19 years<br>+ 5 years UC service | \$72.40                   | \$12,597.60 |
| 16                                                               | 15 years-19 years<br>+5 years UC service |                          |            | \$63.90                   | \$11,118.60 | 16   | 15-19 years<br>+ 7 years UC service | \$68.46                    | \$11,912.04 | 16   | 15-19 years<br>+ 7 years UC service | \$73.87                   | \$12,853.38 |
| 17                                                               | 15 years-19 years<br>+7years UC service  |                          |            | \$65.17                   | \$11,339.58 | 17   | 15-19 years<br>+ 9 years UC service | \$69.83                    | \$12,150.42 | 17   | 15-19 years<br>+ 9 years UC service | \$75.35                   | \$13,110.90 |
| 18                                                               | 15 years-19 years<br>+9 years UC service |                          |            | \$66.50                   | \$11,571.00 | 18   | 20 years<br>+10 years UC service    | \$71.22                    | \$12,392.28 | 18   | 20 years<br>+10 years UC service    | \$76.86                   | \$13,373.64 |
| 19                                                               | 20 years<br>+10 years UC service         |                          |            | \$67.80                   | \$11,797.20 | 19   | 20 years<br>+12 years UC service    | \$72.64                    | \$12,639.36 | 19   | 25 years<br>+15 years UC service    | \$78.41                   | \$13,643.34 |
| 20                                                               | 20 years<br>+15 years UC service         |                          |            | \$69.17                   | \$12,035.58 | 20   | 20 years<br>+15 years UC service    | \$74.09                    | \$12,891.66 |      |                                     |                           |             |
| 21                                                               | 25 years<br>+15 years UC service         |                          |            | \$70.56                   | \$12,277.44 | 21   | 20 years<br>+18 years UC service    | \$75.56                    | \$13,147.44 |      |                                     |                           |             |
|                                                                  |                                          |                          |            |                           |             | 22   | 25 years<br>+20 years UC service    | \$77.09                    | \$13,413.66 |      |                                     |                           |             |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                          |                          |            |                           |             |      |                                     |                            |             |      |                                     |                           |             |
|                                                                  |                                          | <b>Hourly</b>            |            | <b>Hourly</b>             |             |      |                                     | <b>Hourly</b>              |             |      |                                     | <b>Hourly</b>             |             |
|                                                                  | <b>Eye</b>                               | \$3.00                   | \$3.00     | \$3.00                    | \$3.00      |      |                                     | \$3.00                     | \$3.00      |      |                                     | \$3.00                    | \$3.00      |
|                                                                  | <b>Night</b>                             | \$6.00                   | \$6.00     | \$6.00                    | \$6.00      |      |                                     | \$6.00                     | \$6.00      |      |                                     | \$6.00                    | \$6.00      |
|                                                                  | <b>Weekend</b>                           | \$2.75                   | \$2.75     | \$2.75                    | \$2.75      |      |                                     | \$2.75                     | \$2.75      |      |                                     | \$2.75                    | \$2.75      |
|                                                                  | <b>On-Call</b>                           | \$12.00                  | \$12.00    | \$12.00                   | \$12.00     |      |                                     | \$12.00                    | \$12.00     |      |                                     | \$12.00                   | \$12.00     |
|                                                                  | <b>Charge Nurse</b>                      | \$0.00                   | \$0.00     | \$2.50                    | \$2.50      |      |                                     | \$2.50                     | \$2.50      |      |                                     | \$2.50                    | \$2.50      |

| UC LOS ANGELES<br>Effective December 2018                        |                                     |                             |             |      |                                     |                             |             |                             |             |
|------------------------------------------------------------------|-------------------------------------|-----------------------------|-------------|------|-------------------------------------|-----------------------------|-------------|-----------------------------|-------------|
| Step                                                             | Years of Experience                 | Home Health Nurse 1<br>9118 |             | Step | Years of Experience                 | Home Health Nurse 2<br>9117 |             | Home Health Nurse 3<br>9116 |             |
|                                                                  |                                     | Hourly                      | Monthly     |      |                                     | Hourly                      | Monthly     | Hourly                      | Monthly     |
| 1                                                                | <6 mos                              | \$41.77                     | \$7,267.98  | 1    | 1 year                              | \$48.29                     | \$8,402.46  | \$54.85                     | \$9,543.90  |
| 2                                                                | 6 mos                               | \$42.61                     | \$7,414.14  | 2    | 2 years                             | \$49.26                     | \$8,571.24  | \$55.97                     | \$9,738.78  |
| 3                                                                | 1 year                              | \$43.48                     | \$7,565.52  | 3    | 3 years                             | \$50.23                     | \$8,740.02  | \$57.06                     | \$9,928.44  |
| 4                                                                | 2 years                             | \$44.34                     | \$7,715.16  | 4    | 4 years                             | \$51.25                     | \$8,917.50  | \$58.21                     | \$10,128.54 |
| 5                                                                | 3 years                             | \$45.23                     | \$7,870.02  | 5    | 5 years                             | \$52.29                     | \$9,098.46  | \$59.40                     | \$10,335.60 |
| 6                                                                | 4 years                             | \$46.13                     | \$8,026.62  | 6    | 6 years                             | \$53.32                     | \$9,277.68  | \$60.58                     | \$10,540.92 |
| 7                                                                | 5 years                             | \$47.06                     | \$8,188.44  | 7    | 7 years                             | \$54.39                     | \$9,463.86  | \$61.79                     | \$10,751.46 |
| 8                                                                | 6 years                             | \$48.00                     | \$8,352.00  | 8    | 8 years                             | \$55.46                     | \$9,650.04  | \$63.02                     | \$10,965.48 |
| 9                                                                | 7 years                             | \$48.98                     | \$8,522.52  | 9    | 9 years                             | \$56.61                     | \$9,850.14  | \$64.27                     | \$11,182.98 |
| 10                                                               | 8 years                             | \$49.93                     | \$8,687.82  | 10   | 10 years                            | \$57.72                     | \$10,043.28 | \$65.57                     | \$11,409.18 |
| 11                                                               | 9 years                             | \$50.94                     | \$8,863.56  | 11   | 11 years                            | \$58.90                     | \$10,248.60 | \$66.88                     | \$11,637.12 |
| 12                                                               | 10 years                            | \$51.95                     | \$9,039.30  | 12   | 15 years                            | \$60.04                     | \$10,446.96 | \$68.21                     | \$11,868.54 |
| 13                                                               | 11 years                            | \$52.98                     | \$9,218.52  | 13   | 20 years                            | \$61.23                     | \$10,654.02 | \$69.60                     | \$12,110.40 |
| 14                                                               | 15 years                            | \$54.10                     | \$9,413.40  | 14   | 25 years                            | \$62.47                     | \$10,869.78 | \$71.00                     | \$12,354.00 |
| 15                                                               | 20 years                            | \$55.16                     | \$9,597.84  | 15   | 15-19 years<br>+ 5 years UC service | \$63.74                     | \$11,090.76 | \$72.39                     | \$12,595.86 |
| 16                                                               | 25 years                            | \$56.27                     | \$9,790.98  | 16   | 15-19 years<br>+ 7 years UC service | \$65.01                     | \$11,311.74 | \$73.85                     | \$12,849.90 |
| 17                                                               | 15-19 years<br>+ 5 years UC service | \$57.36                     | \$9,980.64  | 17   | 15-19 years<br>+ 9 years UC service | \$66.33                     | \$11,541.42 | \$75.30                     | \$13,102.20 |
| 18                                                               | 15-19 years<br>+ 7 years UC service | \$58.52                     | \$10,182.48 | 18   | 20 years<br>+10 years UC<br>service | \$67.65                     | \$11,771.10 | \$76.83                     | \$13,368.42 |
| 19                                                               | 15-19 years<br>+ 9 years UC service | \$59.67                     | \$10,382.58 |      |                                     |                             |             |                             |             |
| 20                                                               | 20 years<br>+10 years UC<br>service | \$60.89                     | \$10,594.86 |      |                                     |                             |             |                             |             |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                     |                             |             |      |                                     |                             |             |                             |             |
|                                                                  |                                     | <b>Hourly</b>               |             |      |                                     | <b>Hourly</b>               |             | <b>Hourly</b>               |             |
|                                                                  | <b>Eve</b>                          | \$3.00                      |             |      |                                     | \$3.00                      |             | \$3.00                      |             |
|                                                                  | <b>Night</b>                        | \$6.00                      |             |      |                                     | \$6.00                      |             | \$6.00                      |             |
|                                                                  | <b>Weekend</b>                      | \$2.75                      |             |      |                                     | \$2.75                      |             | \$2.75                      |             |
|                                                                  | <b>On-Call</b>                      | \$12.00                     |             |      |                                     | \$12.00                     |             | \$12.00                     |             |
|                                                                  | <b>Charge Nurse</b>                 | \$2.50                      |             |      |                                     | \$2.50                      |             | \$2.50                      |             |

| UC LOS ANGELES<br>Effective December 2018                                                                                                        |                          |                                   |             |                                                                                                                                                |                          |                                   |             |                                   |             |
|--------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|-----------------------------------|-------------|------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|-----------------------------------|-------------|-----------------------------------|-------------|
| Step                                                                                                                                             | Years of Experience*     | Coordinator, Transplant 1<br>9110 |             | Step                                                                                                                                           | Years of Experience**    | Coordinator, Transplant 2<br>9111 |             | Coordinator, Transplant 3<br>9125 |             |
|                                                                                                                                                  |                          | Hourly                            | Monthly     |                                                                                                                                                |                          | Hourly                            | Monthly     | Hourly                            | Monthly     |
| 1                                                                                                                                                | 1 year                   | \$62.59                           | \$10,890.66 | 1                                                                                                                                              | 5 years                  | \$75.42                           | \$13,123.08 | \$80.06                           | \$13,930.44 |
| 2                                                                                                                                                | 3 years                  | \$63.85                           | \$11,109.90 | 2                                                                                                                                              | 7 years                  | \$76.92                           | \$13,384.08 | \$81.68                           | \$14,212.32 |
| 3                                                                                                                                                | 5 years                  | \$65.14                           | \$11,334.36 | 3                                                                                                                                              | 9 years                  | \$78.46                           | \$13,652.04 | \$83.33                           | \$14,499.42 |
| 4                                                                                                                                                | 5 years                  | \$70.41                           | \$12,251.34 | 4                                                                                                                                              | 12 years                 | \$80.03                           | \$13,925.22 | \$84.96                           | \$14,783.04 |
| 5                                                                                                                                                | 7 years                  | \$71.81                           | \$12,494.94 | 5                                                                                                                                              | 16 years                 | \$81.64                           | \$14,205.36 | \$86.68                           | \$15,082.32 |
| 6                                                                                                                                                | 9 years                  | \$73.26                           | \$12,747.24 | 6                                                                                                                                              | 18 years                 | \$83.25                           | \$14,485.50 | \$88.38                           | \$15,378.12 |
| 7                                                                                                                                                | 12 years                 | \$74.71                           | \$12,999.54 | 7                                                                                                                                              | >20 years                | \$84.91                           | \$14,774.34 | \$90.18                           | \$15,691.32 |
| 8                                                                                                                                                | 16 years                 | \$76.23                           | \$13,264.02 | 8                                                                                                                                              | 15 years + 7 UC service  | \$86.64                           | \$15,075.36 | \$92.35                           | \$16,068.90 |
| 9                                                                                                                                                | 18 years                 | \$77.74                           | \$13,526.76 | 9                                                                                                                                              | 15 years + 9 UC service  | \$88.34                           | \$15,371.16 | \$93.79                           | \$16,319.46 |
| 10                                                                                                                                               | > 20 years               | \$79.29                           | \$13,796.46 | 10                                                                                                                                             | 20 years + 10 UC service | \$90.14                           | \$15,684.36 | \$95.69                           | \$16,650.06 |
| 11                                                                                                                                               | 15 years + 7 UC service  | \$80.86                           | \$14,069.64 | ** CCTC and minimum 5 years relevant RN experience with a combination of critical care and/or transplant preferred (per program requirements). |                          |                                   |             |                                   |             |
| 12                                                                                                                                               | 15 years + 9 UC service  | \$82.49                           | \$14,353.26 |                                                                                                                                                |                          |                                   |             |                                   |             |
| 13                                                                                                                                               | 20 years + 10 UC service | \$84.15                           | \$14,642.10 |                                                                                                                                                |                          |                                   |             |                                   |             |
| * Steps 4-13: Minimum 5 years relevant RN experience with a combination of critical care and/or transplant preferred (per program requirements). |                          |                                   |             |                                                                                                                                                |                          |                                   |             |                                   |             |
| Stipends                                                                                                                                         |                          |                                   |             |                                                                                                                                                |                          |                                   |             |                                   |             |
|                                                                                                                                                  |                          | Per Day                           |             |                                                                                                                                                |                          | Per Day                           |             | Per Day                           |             |
|                                                                                                                                                  | Weeknight                | \$540.00                          |             |                                                                                                                                                |                          | \$540.00                          |             | \$540.00                          |             |
|                                                                                                                                                  | Weekend                  | \$540.00                          |             |                                                                                                                                                |                          | \$540.00                          |             | \$540.00                          |             |
|                                                                                                                                                  | Holiday                  | \$540.00                          |             |                                                                                                                                                |                          | \$540.00                          |             | \$540.00                          |             |
|                                                                                                                                                  | Charge Nurse             | \$522.00                          |             |                                                                                                                                                |                          | \$522.00                          |             | \$522.00                          |             |



**UC LOS ANGELES  
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| Step | Years of Experience                        | Nurse Administrative 1<br>9134 |             | Step | Years of Experience                         | Nurse Practitioner 1<br>9148 |             | Nurse Practitioner 2<br>9147 |             | Step | Years of Experience                         | Nurse Practitioner 3<br>9146 |             |
|------|--------------------------------------------|--------------------------------|-------------|------|---------------------------------------------|------------------------------|-------------|------------------------------|-------------|------|---------------------------------------------|------------------------------|-------------|
|      |                                            | Hourly                         | Monthly     |      |                                             | Hourly                       | Monthly     | Hourly                       | Monthly     |      |                                             | Hourly                       | Monthly     |
|      |                                            |                                |             |      | <6 mos                                      | \$61.08                      | \$10,627.92 |                              |             |      |                                             |                              |             |
| 1    | 1 year                                     | \$53.53                        | \$9,314.22  | 1    | 6 mos                                       |                              |             | \$67.71                      | \$11,781.54 | 1    | 1 year                                      | \$72.51                      | \$12,616.74 |
| 2    | 2 years                                    | \$54.58                        | \$9,496.92  | 2    | 1 year                                      |                              |             | \$69.04                      | \$12,012.96 | 2    | 2 years                                     | \$73.96                      | \$12,869.04 |
| 3    | 3 years                                    | \$55.67                        | \$9,686.58  | 3    | 2 years                                     |                              |             | \$70.43                      | \$12,254.82 | 3    | 3 years                                     | \$75.45                      | \$13,128.30 |
| 4    | 4 years                                    | \$56.80                        | \$9,883.20  | 4    | 3 years                                     |                              |             | \$71.85                      | \$12,501.90 | 4    | 4 years                                     | \$76.94                      | \$13,387.56 |
| 5    | 5 years                                    | \$57.93                        | \$10,079.82 | 5    | 4 years                                     |                              |             | \$73.31                      | \$12,755.94 | 5    | 5 years                                     | \$78.51                      | \$13,660.74 |
| 6    | 6 years                                    | \$59.08                        | \$10,279.92 | 6    | 5 years                                     |                              |             | \$74.74                      | \$13,004.76 | 6    | 6 years                                     | \$80.06                      | \$13,930.44 |
| 7    | 7 years                                    | \$60.26                        | \$10,485.24 | 7    | 6 years                                     |                              |             | \$76.24                      | \$13,265.76 | 7    | 7 years                                     | \$81.68                      | \$14,212.32 |
| 8    | 8 years                                    | \$61.47                        | \$10,695.78 | 8    | 7 years                                     |                              |             | \$77.78                      | \$13,533.72 | 8    | 8 years                                     | \$83.33                      | \$14,499.42 |
| 9    | 9 years                                    | \$62.70                        | \$10,909.80 | 9    | 8 years                                     |                              |             | \$79.31                      | \$13,799.94 | 9    | 9 years                                     | \$84.96                      | \$14,783.04 |
| 10   | 10 years                                   | \$63.94                        | \$11,125.56 | 10   | 9 years                                     |                              |             | \$80.92                      | \$14,080.08 | 10   | 10 years                                    | \$86.68                      | \$15,082.32 |
| 11   | 11 years                                   | \$65.23                        | \$11,350.02 | 11   | 10 years                                    |                              |             | \$82.52                      | \$14,358.48 | 11   | 11 years                                    | \$88.38                      | \$15,378.12 |
| 12   | 15 years                                   | \$66.53                        | \$11,576.22 | 12   | 11 years                                    |                              |             | \$84.18                      | \$14,647.32 | 12   | 15 years                                    | \$90.18                      | \$15,691.32 |
| 13   | 20 years                                   | \$67.87                        | \$11,809.38 | 13   | 15 years                                    |                              |             | \$85.87                      | \$14,941.38 | 13   | 20 years                                    | \$92.35                      | \$16,068.90 |
| 14   | 25 years                                   | \$69.26                        | \$12,051.24 | 14   | 20 years                                    |                              |             | \$87.61                      | \$15,244.14 | 14   | 25 years                                    | \$93.79                      | \$16,319.46 |
| 15   | 15 years-19 years<br>+5years UC<br>service | \$70.47                        | \$12,261.78 | 15   | 25 years                                    |                              |             | \$89.35                      | \$15,546.90 | 15   | 15 years-19 years<br>+5 years UC<br>service | \$95.69                      | \$16,650.06 |
| 16   | 15 years-19 years<br>+7years UC<br>service | \$71.87                        | \$12,505.38 | 16   | 15 years-19 years<br>+5years UC<br>service  |                              |             | \$91.14                      | \$15,858.36 | 16   | 15 years-19 years<br>+7 years UC<br>service | \$97.60                      | \$16,982.40 |
| 17   | 15 years-19 years<br>+9years UC<br>service | \$73.32                        | \$12,757.68 | 17   | 15 years-19 years<br>+7 years UC<br>service |                              |             | \$92.96                      | \$16,175.04 | 17   | 15 years-19 years<br>+9 years UC<br>service | \$99.53                      | \$17,318.22 |
| 18   | 20 years<br>+10 years UC<br>service        | \$74.76                        | \$13,008.24 | 18   | 15 years-19 years<br>+9 years UC<br>service |                              |             | \$94.80                      | \$16,495.20 | 18   | 20 years<br>+10 years UC<br>service         | \$101.51                     | \$17,662.74 |
| 19   | 20 years<br>+12 years UC<br>service        | \$76.25                        | \$13,267.50 | 19   | 20 years<br>+10 years UC<br>service         |                              |             | \$96.70                      | \$16,825.80 |      |                                             |                              |             |
| 20   | 25 years<br>+15 years UC<br>service        | \$77.78                        | \$13,533.72 |      |                                             |                              |             |                              |             |      |                                             |                              |             |

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

|              | Hourly  |  | Hourly  | Hourly  |  | Hourly  |
|--------------|---------|--|---------|---------|--|---------|
| Eve          | \$3.00  |  | \$3.00  | \$3.00  |  | \$3.00  |
| Night        | \$6.00  |  | \$6.00  | \$6.00  |  | \$6.00  |
| Weekend      | \$2.75  |  | \$2.75  | \$2.50  |  | \$2.50  |
| On-Call      | \$12.00 |  | \$12.00 | \$12.00 |  | \$12.00 |
| Charge Nurse | \$2.50  |  | \$0.00  | \$0.00  |  | \$0.00  |

| UC LOS ANGELES<br>Effective December 2018                 |                         |                                 |                                    |                                     |                                    |                                          |
|-----------------------------------------------------------|-------------------------|---------------------------------|------------------------------------|-------------------------------------|------------------------------------|------------------------------------------|
| Step                                                      | Nurse, Per Diem<br>9119 | Resource Per Diem<br>Nurse 9123 | Home Health Nurse<br>Per Diem 9114 | Nurse Practitioner<br>Per Diem 9160 | Nurse Anesthetist<br>Per Diem 9122 | Nurse Anesthetist Sr<br>Per Diem<br>9121 |
|                                                           | Hourly                  | Hourly                          | Hourly                             | Hourly                              | Hourly                             | Hourly                                   |
| <b>1</b>                                                  | \$69.83                 | \$84.20                         | \$56.97                            | \$71.42                             | \$82.38                            | \$108.45                                 |
| Shift Differential, On-Call and Charge Nurse Differential |                         |                                 |                                    |                                     |                                    |                                          |
|                                                           | Hourly                  | Hourly                          | Hourly                             | Hourly                              | Hourly                             | Hourly                                   |
| <b>Eve</b>                                                | \$3.00                  | \$3.00                          | \$3.00                             | \$3.00                              | \$3.00                             | \$3.00                                   |
| <b>Night</b>                                              | \$6.00                  | \$6.00                          | \$6.00                             | \$6.00                              | \$6.00                             | \$6.00                                   |
| <b>Weekend</b>                                            | \$2.75                  | \$2.75                          | \$2.75                             | \$2.75                              | \$2.75                             | \$2.75                                   |
| <b>On-Call</b>                                            | \$12.00                 | \$12.00                         | \$12.00                            | \$12.00                             | \$10.50                            | \$12.00                                  |
| <b>Charge Nurse</b>                                       | \$2.50                  | \$2.50                          | \$0.00                             | \$0.00                              | \$0.00                             | \$0.00                                   |

| UC LOS ANGELES<br>Effective December 2018                        |                     |                                 |             |                        |             |      |                               |                                |             |
|------------------------------------------------------------------|---------------------|---------------------------------|-------------|------------------------|-------------|------|-------------------------------|--------------------------------|-------------|
| Step                                                             | Years of Experience | Anesthetist Nurse Reg Grad 9346 |             | Nurse Anesthetist 9144 |             | Step | Years of Experience           | Nurse Anesthetist Sr. Nex 7865 |             |
|                                                                  |                     | Hourly                          | Monthly     | Hourly                 | Monthly     |      |                               | Hourly                         | Monthly     |
| 1                                                                | <6 mos              | \$78.41                         | \$13,643.34 | \$87.78                | \$15,273.72 | 1    | 1 year                        | \$95.88                        | \$16,683.12 |
| 2                                                                | 6 mos               |                                 |             | \$89.53                | \$15,578.22 | 2    | 2 years                       | \$97.83                        | \$17,022.42 |
| 3                                                                | 1 year              |                                 |             | \$91.31                | \$15,887.94 | 3    | 3 years                       | \$99.77                        | \$17,359.98 |
| 4                                                                | 2 years             |                                 |             | \$93.17                | \$16,211.58 | 4    | 4 years                       | \$101.77                       | \$17,707.98 |
| 5                                                                | 3 years             |                                 |             | \$95.03                | \$16,535.22 | 5    | 5 years                       | \$103.83                       | \$18,066.42 |
| 6                                                                | 4 years             |                                 |             | \$96.95                | \$16,869.30 | 6    | 6 years                       | \$105.90                       | \$18,426.60 |
| 7                                                                | 5 years             |                                 |             | \$98.86                | \$17,201.64 | 7    | 7 years                       | \$108.04                       | \$18,798.96 |
| 8                                                                | 6 years             |                                 |             | \$100.84               | \$17,546.16 | 8    | 8 years                       | \$110.17                       | \$19,169.58 |
| 9                                                                | 7 years             |                                 |             | \$102.85               | \$17,895.90 | 9    | 9 years                       | \$112.37                       | \$19,552.38 |
| 10                                                               | 8 years             |                                 |             | \$104.92               | \$18,256.08 | 10   | 10 years                      | \$114.64                       | \$19,947.36 |
| 11                                                               | 9 years             |                                 |             | \$107.01               | \$18,619.74 | 11   | 11 years                      | \$116.92                       | \$20,344.08 |
| 12                                                               | 10 years            |                                 |             | \$109.15               | \$18,992.10 | 12   | 15 years                      | \$119.24                       | \$20,747.76 |
| 13                                                               | 11 years            |                                 |             | \$111.35               | \$19,374.90 | 13   | 20 years w/10years UC service | \$121.64                       | \$21,165.36 |
| 14                                                               | 15 years            |                                 |             | \$113.59               | \$19,764.66 |      |                               |                                |             |
| 15                                                               | 20 years            |                                 |             | \$115.88               | \$20,163.12 |      |                               |                                |             |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                                 |             |                        |             |      |                               |                                |             |
|                                                                  |                     | <b>Hourly</b>                   |             | <b>Hourly</b>          |             |      |                               | <b>Hourly</b>                  |             |
|                                                                  | <b>Eve</b>          | \$3.00                          |             | \$3.00                 |             |      |                               | \$3.00                         |             |
|                                                                  | <b>Night</b>        | \$6.00                          |             | \$6.00                 |             |      |                               | \$6.00                         |             |
|                                                                  | <b>Weekend</b>      | \$2.75                          |             | \$2.75                 |             |      |                               | \$2.75                         |             |
|                                                                  | <b>On-Call</b>      | \$12.00                         |             | \$12.00                |             |      |                               | \$12.00                        |             |
|                                                                  | <b>Charge Nurse</b> | \$0.00                          |             | \$0.00                 |             |      |                               | \$0.00                         |             |

**UC LOS ANGELES**  
**Effective January 2019**

| Step | Years of Experience                      | Nurse Clinical I<br>9140 |            | Nurse Clinical II<br>9139 |             | Step | Years of Experience                 | Nurse Clinical III<br>9138 |             | Step | Years of Experience                 | Nurse Clinical IV<br>9137 |             |
|------|------------------------------------------|--------------------------|------------|---------------------------|-------------|------|-------------------------------------|----------------------------|-------------|------|-------------------------------------|---------------------------|-------------|
|      |                                          | Hourly                   | Monthly    | Hourly                    | Monthly     |      |                                     | Hourly                     | Monthly     |      |                                     | Hourly                    | Monthly     |
|      | <6 mos                                   | \$45.77                  | \$7,963.98 |                           |             |      |                                     |                            |             |      |                                     |                           |             |
| 1    | 6 mos                                    |                          |            | \$48.89                   | \$8,506.86  | 1    | 1 year                              | \$52.48                    | \$9,131.52  | 1    | 1 year                              | \$56.56                   | \$9,841.44  |
| 2    | 1 year                                   |                          |            | \$50.01                   | \$8,701.74  | 2    | 2 years                             | \$53.58                    | \$9,322.92  | 2    | 2 years                             | \$57.69                   | \$10,038.06 |
| 3    | 2 years                                  |                          |            | \$51.01                   | \$8,875.74  | 3    | 3 years                             | \$54.61                    | \$9,502.14  | 3    | 3 years                             | \$58.81                   | \$10,232.94 |
| 4    | 3 years                                  |                          |            | \$52.02                   | \$9,051.48  | 4    | 4 years                             | \$55.73                    | \$9,697.02  | 4    | 4 years                             | \$60.02                   | \$10,443.48 |
| 5    | 4 years                                  |                          |            | \$53.05                   | \$9,230.70  | 5    | 5 years                             | \$56.83                    | \$9,888.42  | 5    | 5 years                             | \$61.20                   | \$10,648.80 |
| 6    | 5 years                                  |                          |            | \$54.11                   | \$9,415.14  | 6    | 6 years                             | \$57.97                    | \$10,086.78 | 6    | 6 years                             | \$62.43                   | \$10,862.82 |
| 7    | 6 years                                  |                          |            | \$55.19                   | \$9,603.06  | 7    | 7 years                             | \$59.11                    | \$10,285.14 | 7    | 7 years                             | \$63.66                   | \$11,076.84 |
| 8    | 7 years                                  |                          |            | \$56.29                   | \$9,794.46  | 8    | 8 years                             | \$60.33                    | \$10,497.42 | 8    | 8 years                             | \$64.94                   | \$11,299.56 |
| 9    | 8 years                                  |                          |            | \$57.41                   | \$9,989.34  | 9    | 9 years                             | \$61.50                    | \$10,701.00 | 9    | 9 years                             | \$66.25                   | \$11,527.50 |
| 10   | 9 years                                  |                          |            | \$58.59                   | \$10,194.66 | 10   | 10 years                            | \$62.73                    | \$10,915.02 | 10   | 10 years                            | \$67.59                   | \$11,760.66 |
| 11   | 10 years                                 |                          |            | \$59.77                   | \$10,399.98 | 11   | 11 years                            | \$64.00                    | \$11,136.00 | 11   | 11 years                            | \$68.93                   | \$11,993.82 |
| 12   | 11 years                                 |                          |            | \$60.93                   | \$10,601.82 | 12   | 15 years                            | \$65.30                    | \$11,362.20 | 12   | 15 years                            | \$70.31                   | \$12,233.94 |
| 13   | 15 years                                 |                          |            | \$62.16                   | \$10,815.84 | 13   | 20 years                            | \$66.57                    | \$11,583.18 | 13   | 20 years                            | \$71.73                   | \$12,481.02 |
| 14   | 20 years                                 |                          |            | \$63.43                   | \$11,036.82 | 14   | 25 years                            | \$67.91                    | \$11,816.34 | 14   | 25 years                            | \$73.15                   | \$12,728.10 |
| 15   | 25 years                                 |                          |            | \$64.66                   | \$11,250.84 | 15   | 15-19 years<br>+ 5 years UC service | \$69.14                    | \$12,030.36 | 15   | 15-19 years<br>+ 5 years UC service | \$74.57                   | \$12,975.18 |
| 16   | 15 years-19 years<br>+5 years UC service |                          |            | \$65.82                   | \$11,452.68 | 16   | 15-19 years<br>+ 7 years UC service | \$70.51                    | \$12,268.74 | 16   | 15-19 years<br>+ 7 years UC service | \$76.09                   | \$13,239.66 |
| 17   | 15 years-19 years<br>+7 years UC service |                          |            | \$67.13                   | \$11,680.62 | 17   | 15-19 years<br>+ 9 years UC service | \$71.92                    | \$12,514.08 | 17   | 15-19 years<br>+ 9 years UC service | \$77.61                   | \$13,504.14 |
| 18   | 15 years-19 years<br>+9 years UC service |                          |            | \$68.50                   | \$11,919.00 | 18   | 20 years<br>+10 years UC service    | \$73.36                    | \$12,764.64 | 18   | 20 years<br>+10 years UC service    | \$79.17                   | \$13,775.58 |
| 19   | 20 years<br>+10 years UC service         |                          |            | \$69.83                   | \$12,150.42 | 19   | 20 years<br>+12 years UC service    | \$74.82                    | \$13,018.68 | 19   | 25 years<br>+15 years UC service    | \$80.76                   | \$14,052.24 |
| 20   | 20 years<br>+15 years UC service         |                          |            | \$71.25                   | \$12,397.50 | 20   | 20 years<br>+15 years UC service    | \$76.31                    | \$13,277.94 |      |                                     |                           |             |
| 21   | 25 years<br>+15 years UC service         |                          |            | \$72.68                   | \$12,646.32 | 21   | 20 years<br>+18 years UC service    | \$77.83                    | \$13,542.42 |      |                                     |                           |             |
|      |                                          |                          |            |                           |             | 22   | 25 years<br>+20 years UC service    | \$79.40                    | \$13,815.60 |      |                                     |                           |             |

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

|              | Hourly  | Hourly  | Hourly  | Hourly  |
|--------------|---------|---------|---------|---------|
| Eve          | \$3.00  | \$3.00  | \$3.00  | \$3.00  |
| Night        | \$6.00  | \$6.00  | \$6.00  | \$6.00  |
| Weekend      | \$2.75  | \$2.75  | \$2.75  | \$2.75  |
| On-Call      | \$12.00 | \$12.00 | \$12.00 | \$12.00 |
| Charge Nurse | \$0.00  | \$2.50  | \$2.50  | \$2.50  |

| UC LOS ANGELES                                                   |                                     |                          |             |      |                                     |                           |             |                            |             |
|------------------------------------------------------------------|-------------------------------------|--------------------------|-------------|------|-------------------------------------|---------------------------|-------------|----------------------------|-------------|
| Effective January 2019                                           |                                     |                          |             |      |                                     |                           |             |                            |             |
| Step                                                             | Years of Experience                 | Home Health Nurse I 9118 |             | Step | Years of Experience                 | Home Health Nurse II 9117 |             | Home Health Nurse III 9116 |             |
|                                                                  |                                     | Hourly                   | Monthly     |      |                                     | Hourly                    | Monthly     | Hourly                     | Monthly     |
| 1                                                                | <6 mos                              | \$43.02                  | \$7,485.48  | 1    | 1 year                              | \$49.74                   | \$8,654.76  | \$56.50                    | \$9,831.00  |
| 2                                                                | 6 mos                               | \$43.89                  | \$7,636.86  | 2    | 2 years                             | \$50.74                   | \$8,828.76  | \$57.65                    | \$10,031.10 |
| 3                                                                | 1 year                              | \$44.78                  | \$7,791.72  | 3    | 3 years                             | \$51.74                   | \$9,002.76  | \$58.77                    | \$10,225.98 |
| 4                                                                | 2 years                             | \$45.67                  | \$7,946.58  | 4    | 4 years                             | \$52.79                   | \$9,185.46  | \$59.96                    | \$10,433.04 |
| 5                                                                | 3 years                             | \$46.59                  | \$8,106.66  | 5    | 5 years                             | \$53.86                   | \$9,371.64  | \$61.18                    | \$10,645.32 |
| 6                                                                | 4 years                             | \$47.51                  | \$8,266.74  | 6    | 6 years                             | \$54.92                   | \$9,556.08  | \$62.40                    | \$10,857.60 |
| 7                                                                | 5 years                             | \$48.47                  | \$8,433.78  | 7    | 7 years                             | \$56.02                   | \$9,747.48  | \$63.64                    | \$11,073.36 |
| 8                                                                | 6 years                             | \$49.44                  | \$8,602.56  | 8    | 8 years                             | \$57.12                   | \$9,938.88  | \$64.91                    | \$11,294.34 |
| 9                                                                | 7 years                             | \$50.45                  | \$8,778.30  | 9    | 9 years                             | \$58.31                   | \$10,145.94 | \$66.20                    | \$11,518.80 |
| 10                                                               | 8 years                             | \$51.43                  | \$8,948.82  | 10   | 10 years                            | \$59.45                   | \$10,344.30 | \$67.54                    | \$11,751.96 |
| 11                                                               | 9 years                             | \$52.47                  | \$9,129.78  | 11   | 11 years                            | \$60.67                   | \$10,556.58 | \$68.89                    | \$11,986.86 |
| 12                                                               | 10 years                            | \$53.51                  | \$9,310.74  | 12   | 15 years                            | \$61.84                   | \$10,760.16 | \$70.26                    | \$12,225.24 |
| 13                                                               | 11 years                            | \$54.57                  | \$9,495.18  | 13   | 20 years                            | \$63.07                   | \$10,974.18 | \$71.69                    | \$12,474.06 |
| 14                                                               | 15 years                            | \$55.72                  | \$9,695.28  | 14   | 25 years                            | \$64.34                   | \$11,195.16 | \$73.13                    | \$12,724.62 |
| 15                                                               | 20 years                            | \$56.81                  | \$9,884.94  | 15   | 15-19 years<br>+ 5 years UC service | \$65.65                   | \$11,423.10 | \$74.56                    | \$12,973.44 |
| 16                                                               | 25 years                            | \$57.96                  | \$10,085.04 | 16   | 15-19 years<br>+ 7 years UC service | \$66.96                   | \$11,651.04 | \$76.07                    | \$13,236.18 |
| 17                                                               | 15-19 years<br>+ 5 years UC service | \$59.08                  | \$10,279.92 | 17   | 15-19 years<br>+ 9 years UC service | \$68.32                   | \$11,887.68 | \$77.56                    | \$13,495.44 |
| 18                                                               | 15-19 years<br>+ 7 years UC service | \$60.28                  | \$10,488.72 | 18   | 20 years<br>+10 years UC service    | \$69.68                   | \$12,124.32 | \$79.13                    | \$13,768.62 |
| 19                                                               | 15-19 years<br>+ 9 years UC service | \$61.46                  | \$10,694.04 |      |                                     |                           |             |                            |             |
| 20                                                               | 20 years<br>+10 years UC service    | \$62.72                  | \$10,913.28 |      |                                     |                           |             |                            |             |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                     |                          |             |      |                                     |                           |             |                            |             |
|                                                                  |                                     | <b>Hourly</b>            |             |      |                                     | <b>Hourly</b>             |             | <b>Hourly</b>              |             |
|                                                                  | <b>Eve</b>                          | \$3.00                   |             |      |                                     | \$3.00                    |             | \$3.00                     |             |
|                                                                  | <b>Night</b>                        | \$6.00                   |             |      |                                     | \$6.00                    |             | \$6.00                     |             |
|                                                                  | <b>Weekend</b>                      | \$2.75                   |             |      |                                     | \$2.75                    |             | \$2.75                     |             |
|                                                                  | <b>On-Call</b>                      | \$12.00                  |             |      |                                     | \$12.00                   |             | \$12.00                    |             |
|                                                                  | <b>Charge Nurse</b>                 | \$2.50                   |             |      |                                     | \$2.50                    |             | \$2.50                     |             |

| UC LOS ANGELES                                                                                                                                   |                          |                                   |             |      |                          |                                    |             |                                     |             |
|--------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|-----------------------------------|-------------|------|--------------------------|------------------------------------|-------------|-------------------------------------|-------------|
| Effective January 2019                                                                                                                           |                          |                                   |             |      |                          |                                    |             |                                     |             |
| Step                                                                                                                                             | Years of Experience*     | Coordinator, Transplant I<br>9110 |             | Step | Years of Experience**    | Coordinator, Transplant II<br>9111 |             | Coordinator, Transplant III<br>9125 |             |
|                                                                                                                                                  |                          | Hourly                            | Monthly     |      |                          | Hourly                             | Monthly     | Hourly                              | Monthly     |
| 1                                                                                                                                                | 1 year                   | \$64.47                           | \$11,217.78 | 1    | 5 years                  | \$77.68                            | \$13,516.32 | \$82.46                             | \$14,348.04 |
| 2                                                                                                                                                | 3 years                  | \$65.77                           | \$11,443.98 | 2    | 7 years                  | \$79.23                            | \$13,786.02 | \$84.13                             | \$14,638.62 |
| 3                                                                                                                                                | 5 years                  | \$67.09                           | \$11,673.66 | 3    | 9 years                  | \$80.81                            | \$14,060.94 | \$85.83                             | \$14,934.42 |
| 4                                                                                                                                                | 5 years                  | \$72.52                           | \$12,618.48 | 4    | 12 years                 | \$82.43                            | \$14,342.82 | \$87.51                             | \$15,226.74 |
| 5                                                                                                                                                | 7 years                  | \$73.96                           | \$12,869.04 | 5    | 16 years                 | \$84.09                            | \$14,631.66 | \$89.28                             | \$15,534.72 |
| 6                                                                                                                                                | 9 years                  | \$75.46                           | \$13,130.04 | 6    | 18 years                 | \$85.75                            | \$14,920.50 | \$91.03                             | \$15,839.22 |
| 7                                                                                                                                                | 12 years                 | \$76.95                           | \$13,389.30 | 7    | >20 years                | \$87.46                            | \$15,218.04 | \$92.89                             | \$16,162.86 |
| 8                                                                                                                                                | 16 years                 | \$78.52                           | \$13,662.48 | 8    | 15 years + 7 UC service  | \$89.24                            | \$15,527.76 | \$95.12                             | \$16,550.88 |
| 9                                                                                                                                                | 18 years                 | \$80.07                           | \$13,932.18 | 9    | 15 years + 9 UC service  | \$90.99                            | \$15,832.26 | \$96.60                             | \$16,808.40 |
| 10                                                                                                                                               | > 20 years               | \$81.67                           | \$14,210.58 | 10   | 20 years + 10 UC service | \$92.84                            | \$16,154.16 | \$98.56                             | \$17,149.44 |
| 11                                                                                                                                               | 15 years + 7 UC service  | \$83.29                           | \$14,492.46 |      |                          |                                    |             |                                     |             |
| 12                                                                                                                                               | 15 years + 9 UC service  | \$84.96                           | \$14,783.04 |      |                          |                                    |             |                                     |             |
| 13                                                                                                                                               | 20 years + 10 UC service | \$86.67                           | \$15,080.58 |      |                          |                                    |             |                                     |             |
| * Steps 4-13: Minimum 5 years relevant RN experience with a combination of critical care and/or transplant preferred (per program requirements). |                          |                                   |             |      |                          |                                    |             |                                     |             |
| <b>Stipends</b>                                                                                                                                  |                          |                                   |             |      |                          |                                    |             |                                     |             |
|                                                                                                                                                  |                          | <b>Per Day</b>                    |             |      |                          | <b>Per Day</b>                     |             | <b>Per Day</b>                      |             |
|                                                                                                                                                  | <b>Weeknight</b>         | \$540.00                          |             |      |                          | \$540.00                           |             | \$540.00                            |             |
|                                                                                                                                                  | <b>Weekend</b>           | \$540.00                          |             |      |                          | \$540.00                           |             | \$540.00                            |             |
|                                                                                                                                                  | <b>Holiday</b>           | \$540.00                          |             |      |                          | \$540.00                           |             | \$540.00                            |             |
|                                                                                                                                                  | <b>Charge Nurse</b>      | \$522.00                          |             |      |                          | \$522.00                           |             | \$522.00                            |             |

**UC LOS ANGELES**

**Effective January 2019**

| Step | Years of Experience                        | Nurse Administrative I<br>9134 |             | Step | Years of Experience                         | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Step | Years of Experience                         | Nurse Practitioner III<br>9146 |             |
|------|--------------------------------------------|--------------------------------|-------------|------|---------------------------------------------|------------------------------|-------------|-------------------------------|-------------|------|---------------------------------------------|--------------------------------|-------------|
|      |                                            | Hourly                         | Monthly     |      |                                             | Hourly                       | Monthly     | Hourly                        | Monthly     |      |                                             | Hourly                         | Monthly     |
|      |                                            |                                |             |      | <6 mos                                      | \$62.91                      | \$10,946.34 |                               |             |      |                                             |                                |             |
| 1    | 1 year                                     | \$55.14                        | \$9,594.36  | 1    | 6 mos                                       |                              |             | \$69.74                       | \$12,134.76 | 1    | 1 year                                      | \$74.69                        | \$12,996.06 |
| 2    | 2 years                                    | \$56.22                        | \$9,782.28  | 2    | 1 year                                      |                              |             | \$71.11                       | \$12,373.14 | 2    | 2 years                                     | \$76.18                        | \$13,255.32 |
| 3    | 3 years                                    | \$57.34                        | \$9,977.16  | 3    | 2 years                                     |                              |             | \$72.54                       | \$12,621.96 | 3    | 3 years                                     | \$77.71                        | \$13,521.54 |
| 4    | 4 years                                    | \$58.50                        | \$10,179.00 | 4    | 3 years                                     |                              |             | \$74.01                       | \$12,877.74 | 4    | 4 years                                     | \$79.25                        | \$13,789.50 |
| 5    | 5 years                                    | \$59.67                        | \$10,382.58 | 5    | 4 years                                     |                              |             | \$75.51                       | \$13,138.74 | 5    | 5 years                                     | \$80.87                        | \$14,071.38 |
| 6    | 6 years                                    | \$60.85                        | \$10,587.90 | 6    | 5 years                                     |                              |             | \$76.98                       | \$13,394.52 | 6    | 6 years                                     | \$82.46                        | \$14,348.04 |
| 7    | 7 years                                    | \$62.07                        | \$10,800.18 | 7    | 6 years                                     |                              |             | \$78.53                       | \$13,664.22 | 7    | 7 years                                     | \$84.13                        | \$14,638.62 |
| 8    | 8 years                                    | \$63.31                        | \$11,015.94 | 8    | 7 years                                     |                              |             | \$80.11                       | \$13,939.14 | 8    | 8 years                                     | \$85.83                        | \$14,934.42 |
| 9    | 9 years                                    | \$64.58                        | \$11,236.92 | 9    | 8 years                                     |                              |             | \$81.69                       | \$14,214.06 | 9    | 9 years                                     | \$87.51                        | \$15,226.74 |
| 10   | 10 years                                   | \$65.86                        | \$11,459.64 | 10   | 9 years                                     |                              |             | \$83.35                       | \$14,502.90 | 10   | 10 years                                    | \$89.28                        | \$15,534.72 |
| 11   | 11 years                                   | \$67.19                        | \$11,691.06 | 11   | 10 years                                    |                              |             | \$85.00                       | \$14,790.00 | 11   | 11 years                                    | \$91.03                        | \$15,839.22 |
| 12   | 15 years                                   | \$68.53                        | \$11,924.22 | 12   | 11 years                                    |                              |             | \$86.71                       | \$15,087.54 | 12   | 15 years                                    | \$92.89                        | \$16,162.86 |
| 13   | 20 years                                   | \$69.91                        | \$12,164.34 | 13   | 15 years                                    |                              |             | \$88.45                       | \$15,390.30 | 13   | 20 years                                    | \$95.12                        | \$16,550.88 |
| 14   | 25 years                                   | \$71.34                        | \$12,413.16 | 14   | 20 years                                    |                              |             | \$90.24                       | \$15,701.76 | 14   | 25 years                                    | \$96.60                        | \$16,808.40 |
| 15   | 15 years-19 years<br>+5years UC<br>service | \$72.58                        | \$12,628.92 | 15   | 25 years                                    |                              |             | \$92.03                       | \$16,013.22 | 15   | 15 years-19 years<br>+5 years UC<br>service | \$98.56                        | \$17,149.44 |
| 16   | 15 years-19 years<br>+7years UC<br>service | \$74.03                        | \$12,881.22 | 16   | 15 years-19 years<br>+5years UC<br>service  |                              |             | \$93.87                       | \$16,333.38 | 16   | 15 years-19 years<br>+7 years UC<br>service | \$100.53                       | \$17,492.22 |
| 17   | 15 years-19 years<br>+9years UC<br>service | \$75.52                        | \$13,140.48 | 17   | 15 years-19 years<br>+7 years UC<br>service |                              |             | \$95.75                       | \$16,660.50 | 17   | 15 years-19 years<br>+9 years UC<br>service | \$102.52                       | \$17,838.48 |
| 18   | 20 years<br>+10 years UC<br>service        | \$77.00                        | \$13,398.00 | 18   | 15 years-19 years<br>+9 years UC<br>service |                              |             | \$97.64                       | \$16,989.36 | 18   | 20 years<br>+10 years UC<br>service         | \$104.56                       | \$18,193.44 |
| 19   | 20 years<br>+12 years UC<br>service        | \$78.54                        | \$13,665.96 | 19   | 20 years<br>+10 years UC<br>service         |                              |             | \$99.60                       | \$17,330.40 |      |                                             |                                |             |
| 20   | 25 years<br>+15 years UC<br>service        | \$80.11                        | \$13,939.14 |      |                                             |                              |             |                               |             |      |                                             |                                |             |

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

|              | Hourly  |  | Hourly  | Hourly  |  | Hourly  |
|--------------|---------|--|---------|---------|--|---------|
| Eve          | \$3.00  |  | \$3.00  | \$3.00  |  | \$3.00  |
| Night        | \$6.00  |  | \$6.00  | \$6.00  |  | \$6.00  |
| Weekend      | \$2.75  |  | \$2.75  | \$2.50  |  | \$2.50  |
| On-Call      | \$12.00 |  | \$12.00 | \$12.00 |  | \$12.00 |
| Charge Nurse | \$2.50  |  | \$0.00  | \$0.00  |  | \$0.00  |

| UC LOS ANGELES                                            |                            |                                    |                                       |                                        |                                       |                                          |
|-----------------------------------------------------------|----------------------------|------------------------------------|---------------------------------------|----------------------------------------|---------------------------------------|------------------------------------------|
| Effective January 2019                                    |                            |                                    |                                       |                                        |                                       |                                          |
| Step                                                      | Nurse,<br>Per Diem<br>9119 | Resource<br>Per Diem Nurse<br>9123 | Home Health Nurse<br>Per Diem<br>9114 | Nurse Practitioner<br>Per Diem<br>9160 | Nurse Anesthetist<br>Per Diem<br>9122 | Nurse Anesthetist Sr<br>Per Diem<br>9121 |
|                                                           | Hourly                     | Hourly                             | Hourly                                | Hourly                                 | Hourly                                | Hourly                                   |
| 1                                                         | \$71.92                    | \$86.73                            | \$58.68                               | \$73.56                                | \$84.85                               | \$111.70                                 |
| Shift Differential, On-Call and Charge Nurse Differential |                            |                                    |                                       |                                        |                                       |                                          |
|                                                           | Hourly                     | Hourly                             | Hourly                                | Hourly                                 | Hourly                                | Hourly                                   |
| Eve                                                       | \$3.00                     | \$3.00                             | \$3.00                                | \$3.00                                 | \$3.00                                | \$3.00                                   |
| Night                                                     | \$6.00                     | \$6.00                             | \$6.00                                | \$6.00                                 | \$6.00                                | \$6.00                                   |
| Weekend                                                   | \$2.75                     | \$2.75                             | \$2.75                                | \$2.75                                 | \$2.75                                | \$2.75                                   |
| On-Call                                                   | \$12.00                    | \$12.00                            | \$12.00                               | \$12.00                                | \$10.50                               | \$12.00                                  |
| Charge Nurse                                              | \$2.50                     | \$2.50                             | \$0.00                                | \$0.00                                 | \$0.00                                | \$0.00                                   |



| UC LOS ANGELES                                                   |                     |                                 |             |                        |             |      |                               |                                |             |
|------------------------------------------------------------------|---------------------|---------------------------------|-------------|------------------------|-------------|------|-------------------------------|--------------------------------|-------------|
| Effective January 2019                                           |                     |                                 |             |                        |             |      |                               |                                |             |
| Step                                                             | Years of Experience | Anesthetist Nurse Reg Grad 9346 |             | Nurse Anesthetist 9144 |             | Step | Years of Experience           | Nurse Anesthetist Sr. Nex 9143 |             |
|                                                                  |                     | Hourly                          | Monthly     | Hourly                 | Monthly     |      |                               | Hourly                         | Monthly     |
| 1                                                                | <6 mos              | \$80.76                         | \$14,052.24 | \$90.41                | \$15,731.34 | 1    | 1 year                        | \$98.76                        | \$17,184.24 |
| 2                                                                | 6 mos               |                                 |             | \$92.22                | \$16,046.28 | 2    | 2 years                       | \$100.76                       | \$17,532.24 |
| 3                                                                | 1 year              |                                 |             | \$94.05                | \$16,364.70 | 3    | 3 years                       | \$102.76                       | \$17,880.24 |
| 4                                                                | 2 years             |                                 |             | \$95.97                | \$16,698.78 | 4    | 4 years                       | \$104.82                       | \$18,238.68 |
| 5                                                                | 3 years             |                                 |             | \$97.88                | \$17,031.12 | 5    | 5 years                       | \$106.94                       | \$18,607.56 |
| 6                                                                | 4 years             |                                 |             | \$99.86                | \$17,375.64 | 6    | 6 years                       | \$109.08                       | \$18,979.92 |
| 7                                                                | 5 years             |                                 |             | \$101.83               | \$17,718.42 | 7    | 7 years                       | \$111.28                       | \$19,362.72 |
| 8                                                                | 6 years             |                                 |             | \$103.87               | \$18,073.38 | 8    | 8 years                       | \$113.48                       | \$19,745.52 |
| 9                                                                | 7 years             |                                 |             | \$105.94               | \$18,433.56 | 9    | 9 years                       | \$115.74                       | \$20,138.76 |
| 10                                                               | 8 years             |                                 |             | \$108.07               | \$18,804.18 | 10   | 10 years                      | \$118.08                       | \$20,545.92 |
| 11                                                               | 9 years             |                                 |             | \$110.22               | \$19,178.28 | 11   | 11 years                      | \$120.43                       | \$20,954.82 |
| 12                                                               | 10 years            |                                 |             | \$112.42               | \$19,561.08 | 12   | 15 years                      | \$122.82                       | \$21,370.68 |
| 13                                                               | 11 years            |                                 |             | \$114.69               | \$19,956.06 | 13   | 20 years w/10years UC service | \$125.29                       | \$21,800.46 |
| 14                                                               | 15 years            |                                 |             | \$117.00               | \$20,358.00 |      |                               |                                |             |
| 15                                                               | 20 years            |                                 |             | \$119.36               | \$20,768.64 |      |                               |                                |             |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                                 |             |                        |             |      |                               |                                |             |
|                                                                  |                     | <b>Hourly</b>                   |             | <b>Hourly</b>          |             |      |                               | <b>Hourly</b>                  |             |
|                                                                  | <b>Eve</b>          | \$3.00                          |             | \$3.00                 |             |      |                               | \$3.00                         |             |
|                                                                  | <b>Night</b>        | \$6.00                          |             | \$6.00                 |             |      |                               | \$6.00                         |             |
|                                                                  | <b>Weekend</b>      | \$2.75                          |             | \$2.75                 |             |      |                               | \$2.75                         |             |
|                                                                  | <b>On-Call</b>      | \$12.00                         |             | \$12.00                |             |      |                               | \$12.00                        |             |
|                                                                  | <b>Charge Nurse</b> | \$0.00                          |             | \$0.00                 |             |      |                               | \$0.00                         |             |

| UC LOS ANGELES                                            |                                          |                       |            |                        |             |      |                                        |                         |             |      |                                        |                        |             |
|-----------------------------------------------------------|------------------------------------------|-----------------------|------------|------------------------|-------------|------|----------------------------------------|-------------------------|-------------|------|----------------------------------------|------------------------|-------------|
| Effective January 2020                                    |                                          |                       |            |                        |             |      |                                        |                         |             |      |                                        |                        |             |
| Step                                                      | Years of Experience                      | Nurse Clinical I 9140 |            | Nurse Clinical II 9139 |             | Step | Years of Experience                    | Nurse Clinical III 9138 |             | Step | Years of Experience                    | Nurse Clinical IV 9137 |             |
|                                                           |                                          | Hourly                | Monthly    | Hourly                 | Monthly     |      |                                        | Hourly                  | Monthly     |      |                                        | Hourly                 | Monthly     |
|                                                           | <6 mos                                   | \$47.14               | \$8,202.90 |                        |             |      |                                        |                         |             |      |                                        |                        |             |
| 1                                                         | 6 mos                                    |                       |            | \$50.36                | \$8,762.07  | 1    | 1 year                                 | \$54.05                 | \$9,405.47  | 1    | 1 year                                 | \$58.26                | \$10,136.68 |
| 2                                                         | 1 year                                   |                       |            | \$51.51                | \$8,962.79  | 2    | 2 years                                | \$55.19                 | \$9,602.61  | 2    | 2 years                                | \$59.42                | \$10,339.20 |
| 3                                                         | 2 years                                  |                       |            | \$52.54                | \$9,142.01  | 3    | 3 years                                | \$56.25                 | \$9,787.20  | 3    | 3 years                                | \$60.57                | \$10,539.93 |
| 4                                                         | 3 years                                  |                       |            | \$53.58                | \$9,323.02  | 4    | 4 years                                | \$57.40                 | \$9,987.93  | 4    | 4 years                                | \$61.82                | \$10,756.78 |
| 5                                                         | 4 years                                  |                       |            | \$54.64                | \$9,507.62  | 5    | 5 years                                | \$58.53                 | \$10,185.07 | 5    | 5 years                                | \$63.04                | \$10,968.26 |
| 6                                                         | 5 years                                  |                       |            | \$55.73                | \$9,697.59  | 6    | 6 years                                | \$59.71                 | \$10,389.38 | 6    | 6 years                                | \$64.30                | \$11,188.70 |
| 7                                                         | 6 years                                  |                       |            | \$56.85                | \$9,891.15  | 7    | 7 years                                | \$60.88                 | \$10,593.69 | 7    | 7 years                                | \$65.57                | \$11,409.15 |
| 8                                                         | 7 years                                  |                       |            | \$57.98                | \$10,088.29 | 8    | 8 years                                | \$62.14                 | \$10,812.34 | 8    | 8 years                                | \$66.89                | \$11,638.55 |
| 9                                                         | 8 years                                  |                       |            | \$59.13                | \$10,289.02 | 9    | 9 years                                | \$63.35                 | \$11,022.03 | 9    | 9 years                                | \$68.24                | \$11,873.33 |
| 10                                                        | 9 years                                  |                       |            | \$60.35                | \$10,500.50 | 10   | 10 years                               | \$64.61                 | \$11,242.47 | 10   | 10 years                               | \$69.62                | \$12,113.48 |
| 11                                                        | 10 years                                 |                       |            | \$61.56                | \$10,711.98 | 11   | 11 years                               | \$65.92                 | \$11,470.08 | 11   | 11 years                               | \$71.00                | \$12,353.63 |
| 12                                                        | 11 years                                 |                       |            | \$62.76                | \$10,919.87 | 12   | 15 years                               | \$67.26                 | \$11,703.07 | 12   | 15 years                               | \$72.42                | \$12,600.96 |
| 13                                                        | 15 years                                 |                       |            | \$64.02                | \$11,140.32 | 13   | 20 years                               | \$68.57                 | \$11,930.68 | 13   | 20 years                               | \$73.88                | \$12,855.45 |
| 14                                                        | 20 years                                 |                       |            | \$65.33                | \$11,367.92 | 14   | 25 years                               | \$69.95                 | \$12,170.83 | 14   | 25 years                               | \$75.34                | \$13,109.94 |
| 15                                                        | 25 years                                 |                       |            | \$66.60                | \$11,588.37 | 15   | 15-19 years<br>+ 5 years UC<br>service | \$71.21                 | \$12,391.27 | 15   | 15-19 years<br>+ 5 years UC<br>service | \$76.81                | \$13,364.44 |
| 16                                                        | 15 years-19 years<br>+5 years UC service |                       |            | \$67.79                | \$11,796.26 | 16   | 15-19 years<br>+ 7 years UC<br>service | \$72.63                 | \$12,636.80 | 16   | 15-19 years<br>+ 7 years UC<br>service | \$78.37                | \$13,636.85 |
| 17                                                        | 15 years-19 years<br>+7years UC service  |                       |            | \$69.14                | \$12,031.04 | 17   | 15-19 years<br>+ 9 years UC<br>service | \$74.08                 | \$12,889.50 | 17   | 15-19 years<br>+ 9 years UC<br>service | \$79.94                | \$13,909.26 |
| 18                                                        | 15 years-19 years<br>+9 years UC service |                       |            | \$70.56                | \$12,276.57 | 18   | 20 years<br>+10 years UC<br>service    | \$75.56                 | \$13,147.58 | 18   | 20 years<br>+10 years UC<br>service    | \$81.55                | \$14,188.85 |
| 19                                                        | 20 years<br>+10 years UC<br>service      |                       |            | \$71.92                | \$12,514.93 | 19   | 20 years<br>+12 years UC<br>service    | \$77.06                 | \$13,409.24 | 19   | 25 years<br>+15 years UC<br>service    | \$83.18                | \$14,473.81 |
| 20                                                        | 20 years<br>+15 years UC<br>service      |                       |            | \$73.39                | \$12,769.43 | 20   | 20 years<br>+15 years UC<br>service    | \$78.60                 | \$13,676.28 |      |                                        |                        |             |
| 21                                                        | 25 years<br>+15 years UC<br>service      |                       |            | \$74.86                | \$13,025.71 | 21   | 20 years<br>+18 years UC<br>service    | \$80.16                 | \$13,948.69 |      |                                        |                        |             |
|                                                           |                                          |                       |            |                        |             | 22   | 25 years<br>+20 years UC<br>service    | \$81.78                 | \$14,230.07 |      |                                        |                        |             |
| Shift Differential, On-Call and Charge Nurse Differential |                                          |                       |            |                        |             |      |                                        |                         |             |      |                                        |                        |             |
|                                                           |                                          | Hourly                |            | Hourly                 |             |      |                                        | Hourly                  |             |      |                                        | Hourly                 |             |
|                                                           | Eve                                      | \$3.00                |            | \$3.00                 |             |      |                                        | \$3.00                  |             |      |                                        | \$3.00                 |             |
|                                                           | Night                                    | \$6.00                |            | \$6.00                 |             |      |                                        | \$6.00                  |             |      |                                        | \$6.00                 |             |
|                                                           | Weekend                                  | \$2.75                |            | \$2.75                 |             |      |                                        | \$2.75                  |             |      |                                        | \$2.75                 |             |
|                                                           | On-Call                                  | \$12.00               |            | \$12.00                |             |      |                                        | \$12.00                 |             |      |                                        | \$12.00                |             |
|                                                           | Charge Nurse                             | \$0.00                |            | \$2.50                 |             |      |                                        | \$2.50                  |             |      |                                        | \$2.50                 |             |

| UC LOS ANGELES                                                   |                                        |                          |             |      |                                        |                           |             |                            |             |
|------------------------------------------------------------------|----------------------------------------|--------------------------|-------------|------|----------------------------------------|---------------------------|-------------|----------------------------|-------------|
| Effective January 2020                                           |                                        |                          |             |      |                                        |                           |             |                            |             |
| Step                                                             | Years of Experience                    | Home Health Nurse I 9118 |             | Step | Years of Experience                    | Home Health Nurse II 9117 |             | Home Health Nurse III 9116 |             |
|                                                                  |                                        | Hourly                   | Monthly     |      |                                        | Hourly                    | Monthly     | Hourly                     | Monthly     |
| 1                                                                | <6 mos                                 | \$44.31                  | \$7,710.04  | 1    | 1 year                                 | \$51.23                   | \$8,914.40  | \$58.20                    | \$10,125.93 |
| 2                                                                | 6 mos                                  | \$45.21                  | \$7,865.97  | 2    | 2 years                                | \$52.26                   | \$9,093.62  | \$59.38                    | \$10,332.03 |
| 3                                                                | 1 year                                 | \$46.12                  | \$8,025.47  | 3    | 3 years                                | \$53.29                   | \$9,272.84  | \$60.53                    | \$10,532.76 |
| 4                                                                | 2 years                                | \$47.04                  | \$8,184.98  | 4    | 4 years                                | \$54.37                   | \$9,461.02  | \$61.76                    | \$10,746.03 |
| 5                                                                | 3 years                                | \$47.99                  | \$8,349.86  | 5    | 5 years                                | \$55.48                   | \$9,652.79  | \$63.02                    | \$10,964.68 |
| 6                                                                | 4 years                                | \$48.94                  | \$8,514.74  | 6    | 6 years                                | \$56.57                   | \$9,842.76  | \$64.27                    | \$11,183.33 |
| 7                                                                | 5 years                                | \$49.92                  | \$8,686.79  | 7    | 7 years                                | \$57.70                   | \$10,039.90 | \$65.55                    | \$11,405.56 |
| 8                                                                | 6 years                                | \$50.92                  | \$8,860.64  | 8    | 8 years                                | \$58.83                   | \$10,237.05 | \$66.86                    | \$11,633.17 |
| 9                                                                | 7 years                                | \$51.96                  | \$9,041.65  | 9    | 9 years                                | \$60.06                   | \$10,450.32 | \$68.19                    | \$11,864.36 |
| 10                                                               | 8 years                                | \$52.97                  | \$9,217.28  | 10   | 10 years                               | \$61.23                   | \$10,654.63 | \$69.57                    | \$12,104.52 |
| 11                                                               | 9 years                                | \$54.04                  | \$9,403.67  | 11   | 11 years                               | \$62.49                   | \$10,873.28 | \$70.96                    | \$12,346.47 |
| 12                                                               | 10 years                               | \$55.12                  | \$9,590.06  | 12   | 15 years                               | \$63.70                   | \$11,082.96 | \$72.37                    | \$12,592.00 |
| 13                                                               | 11 years                               | \$56.21                  | \$9,780.04  | 13   | 20 years                               | \$64.96                   | \$11,303.41 | \$73.84                    | \$12,848.28 |
| 14                                                               | 15 years                               | \$57.39                  | \$9,986.14  | 14   | 25 years                               | \$66.27                   | \$11,531.01 | \$75.32                    | \$13,106.36 |
| 15                                                               | 20 years                               | \$58.51                  | \$10,181.49 | 15   | 15-19 years<br>+ 5 years UC            | \$67.62                   | \$11,765.79 | \$76.80                    | \$13,362.64 |
| 16                                                               | 25 years                               | \$59.70                  | \$10,387.59 | 16   | 15-19 years<br>+ 7 years UC<br>service | \$68.97                   | \$12,000.57 | \$78.35                    | \$13,633.27 |
| 17                                                               | 15-19 years<br>+ 5 years UC<br>service | \$60.85                  | \$10,588.32 | 17   | 15-19 years<br>+ 9 years UC<br>service | \$70.37                   | \$12,244.31 | \$79.89                    | \$13,900.30 |
| 18                                                               | 15-19 years<br>+ 7 years UC<br>service | \$62.09                  | \$10,803.38 | 18   | 20 years<br>+10 years UC<br>service    | \$71.77                   | \$12,488.05 | \$81.50                    | \$14,181.68 |
| 19                                                               | 15-19 years<br>+ 9 years UC<br>service | \$63.30                  | \$11,014.86 |      |                                        |                           |             |                            |             |
| 20                                                               | 20 years<br>+10 years UC<br>service    | \$64.60                  | \$11,240.68 |      |                                        |                           |             |                            |             |
|                                                                  |                                        |                          |             |      |                                        |                           |             |                            |             |
|                                                                  |                                        |                          |             |      |                                        |                           |             |                            |             |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                        |                          |             |      |                                        |                           |             |                            |             |
|                                                                  |                                        | <b>Hourly</b>            |             |      |                                        | <b>Hourly</b>             |             | <b>Hourly</b>              |             |
|                                                                  | <b>Eve</b>                             | \$3.00                   |             |      |                                        | \$3.00                    |             | \$3.00                     |             |
|                                                                  | <b>Night</b>                           | \$6.00                   |             |      |                                        | \$6.00                    |             | \$6.00                     |             |
|                                                                  | <b>Weekend</b>                         | \$2.75                   |             |      |                                        | \$2.75                    |             | \$2.75                     |             |
|                                                                  | <b>On-Call</b>                         | \$12.00                  |             |      |                                        | \$12.00                   |             | \$12.00                    |             |
|                                                                  | <b>Charge Nurse</b>                    | \$2.50                   |             |      |                                        | \$2.50                    |             | \$2.50                     |             |

| UC LOS ANGELES                                                                                                                                          |                          |                                   |             |                                                                                                                                                       |                          |                                    |             |                                     |             |
|---------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|-----------------------------------|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|------------------------------------|-------------|-------------------------------------|-------------|
| Effective January 2020                                                                                                                                  |                          |                                   |             |                                                                                                                                                       |                          |                                    |             |                                     |             |
| Step                                                                                                                                                    | Years of Experience*     | Coordinator, Transplant I<br>9110 |             | Step                                                                                                                                                  | Years of Experience**    | Coordinator, Transplant II<br>9111 |             | Coordinator, Transplant III<br>9125 |             |
|                                                                                                                                                         |                          | Hourly                            | Monthly     |                                                                                                                                                       |                          | Hourly                             | Monthly     | Hourly                              | Monthly     |
| 1                                                                                                                                                       | 1 year                   | \$66.40                           | \$11,554.31 | 1                                                                                                                                                     | 5 years                  | \$80.01                            | \$13,921.81 | \$84.93                             | \$14,778.48 |
| 2                                                                                                                                                       | 3 years                  | \$67.74                           | \$11,787.30 | 2                                                                                                                                                     | 7 years                  | \$81.61                            | \$14,199.60 | \$86.65                             | \$15,077.78 |
| 3                                                                                                                                                       | 5 years                  | \$69.10                           | \$12,023.87 | 3                                                                                                                                                     | 9 years                  | \$83.23                            | \$14,482.77 | \$88.40                             | \$15,382.45 |
| 4                                                                                                                                                       | 5 years                  | \$74.70                           | \$12,997.03 | 4                                                                                                                                                     | 12 years                 | \$84.90                            | \$14,773.10 | \$90.14                             | \$15,683.54 |
| 5                                                                                                                                                       | 7 years                  | \$76.18                           | \$13,255.11 | 5                                                                                                                                                     | 16 years                 | \$86.61                            | \$15,070.61 | \$91.96                             | \$16,000.76 |
| 6                                                                                                                                                       | 9 years                  | \$77.72                           | \$13,523.94 | 6                                                                                                                                                     | 18 years                 | \$88.32                            | \$15,368.12 | \$93.76                             | \$16,314.40 |
| 7                                                                                                                                                       | 12 years                 | \$79.26                           | \$13,790.98 | 7                                                                                                                                                     | >20 years                | \$90.08                            | \$15,674.58 | \$95.68                             | \$16,647.75 |
| 8                                                                                                                                                       | 16 years                 | \$80.88                           | \$14,072.35 | 8                                                                                                                                                     | 15 years + 7 UC service  | \$91.92                            | \$15,993.59 | \$97.97                             | \$17,047.41 |
| 9                                                                                                                                                       | 18 years                 | \$82.47                           | \$14,350.15 | 9                                                                                                                                                     | 15 years + 9 UC service  | \$93.72                            | \$16,307.23 | \$99.50                             | \$17,312.65 |
| 10                                                                                                                                                      | > 20 years               | \$84.12                           | \$14,636.90 | 10                                                                                                                                                    | 20 years + 10 UC service | \$95.63                            | \$16,638.78 | \$101.52                            | \$17,663.92 |
| 11                                                                                                                                                      | 15 years + 7 UC service  | \$85.79                           | \$14,927.23 | <p>** CCTC and minimum 5 years relevant RN experience with a combination of critical care and/or transplant preferred (per program requirements).</p> |                          |                                    |             |                                     |             |
| 12                                                                                                                                                      | 15 years + 9 UC service  | \$87.51                           | \$15,226.53 |                                                                                                                                                       |                          |                                    |             |                                     |             |
| 13                                                                                                                                                      | 20 years + 10 UC service | \$89.27                           | \$15,533.00 |                                                                                                                                                       |                          |                                    |             |                                     |             |
| <p>* Steps 4-13: Minimum 5 years relevant RN experience with a combination of critical care and/or transplant preferred (per program requirements).</p> |                          |                                   |             |                                                                                                                                                       |                          |                                    |             |                                     |             |
| <b>Stipends</b>                                                                                                                                         |                          |                                   |             |                                                                                                                                                       |                          |                                    |             |                                     |             |
|                                                                                                                                                         |                          | <b>Per Day</b>                    |             |                                                                                                                                                       |                          | <b>Per Day</b>                     |             | <b>Per Day</b>                      |             |
| <b>Weeknight</b>                                                                                                                                        |                          | \$540.00                          |             |                                                                                                                                                       |                          | \$540.00                           |             | \$540.00                            |             |
| <b>Weekend</b>                                                                                                                                          |                          | \$540.00                          |             |                                                                                                                                                       |                          | \$540.00                           |             | \$540.00                            |             |
| <b>Holiday</b>                                                                                                                                          |                          | \$540.00                          |             |                                                                                                                                                       |                          | \$540.00                           |             | \$540.00                            |             |
| <b>Charge Nurse</b>                                                                                                                                     |                          | \$522.00                          |             |                                                                                                                                                       |                          | \$522.00                           |             | \$522.00                            |             |

**UC LOS ANGELES**  
**Effective January 2020**

| Step | Years of Experience                        | Nurse Administrative I<br>9134 |             | Step | Years of Experience                         | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Step | Years of Experience                         | Nurse Practitioner III<br>9146 |             |
|------|--------------------------------------------|--------------------------------|-------------|------|---------------------------------------------|------------------------------|-------------|-------------------------------|-------------|------|---------------------------------------------|--------------------------------|-------------|
|      |                                            | Hourly                         | Monthly     |      |                                             | Hourly                       | Monthly     | Hourly                        | Monthly     |      |                                             | Hourly                         | Monthly     |
|      |                                            |                                |             |      | <6 mos                                      | \$64.80                      | \$11,274.73 |                               |             |      |                                             |                                |             |
| 1    | 1 year                                     | \$56.79                        | \$9,882.19  | 1    | 6 mos                                       |                              |             | \$71.83                       | \$12,498.80 | 1    | 1 year                                      | \$76.93                        | \$13,385.94 |
| 2    | 2 years                                    | \$57.91                        | \$10,075.75 | 2    | 1 year                                      |                              |             | \$73.24                       | \$12,744.33 | 2    | 2 years                                     | \$78.47                        | \$13,652.98 |
| 3    | 3 years                                    | \$59.06                        | \$10,276.47 | 3    | 2 years                                     |                              |             | \$74.72                       | \$13,000.62 | 3    | 3 years                                     | \$80.04                        | \$13,927.19 |
| 4    | 4 years                                    | \$60.26                        | \$10,484.37 | 4    | 3 years                                     |                              |             | \$76.23                       | \$13,264.07 | 4    | 4 years                                     | \$81.63                        | \$14,203.19 |
| 5    | 5 years                                    | \$61.46                        | \$10,694.06 | 5    | 4 years                                     |                              |             | \$77.78                       | \$13,532.90 | 5    | 5 years                                     | \$83.30                        | \$14,493.52 |
| 6    | 6 years                                    | \$62.68                        | \$10,905.54 | 6    | 5 years                                     |                              |             | \$79.29                       | \$13,796.36 | 6    | 6 years                                     | \$84.93                        | \$14,778.48 |
| 7    | 7 years                                    | \$63.93                        | \$11,124.19 | 7    | 6 years                                     |                              |             | \$80.89                       | \$14,074.15 | 7    | 7 years                                     | \$86.65                        | \$15,077.78 |
| 8    | 8 years                                    | \$65.21                        | \$11,346.42 | 8    | 7 years                                     |                              |             | \$82.51                       | \$14,357.31 | 8    | 8 years                                     | \$88.40                        | \$15,382.45 |
| 9    | 9 years                                    | \$66.52                        | \$11,574.03 | 9    | 8 years                                     |                              |             | \$84.14                       | \$14,640.48 | 9    | 9 years                                     | \$90.14                        | \$15,683.54 |
| 10   | 10 years                                   | \$67.84                        | \$11,803.43 | 10   | 9 years                                     |                              |             | \$85.85                       | \$14,937.99 | 10   | 10 years                                    | \$91.96                        | \$16,000.76 |
| 11   | 11 years                                   | \$69.21                        | \$12,041.79 | 11   | 10 years                                    |                              |             | \$87.55                       | \$15,233.70 | 11   | 11 years                                    | \$93.76                        | \$16,314.40 |
| 12   | 15 years                                   | \$70.59                        | \$12,281.95 | 12   | 11 years                                    |                              |             | \$89.31                       | \$15,540.17 | 12   | 15 years                                    | \$95.68                        | \$16,647.75 |
| 13   | 20 years                                   | \$72.01                        | \$12,529.27 | 13   | 15 years                                    |                              |             | \$91.10                       | \$15,852.01 | 13   | 20 years                                    | \$97.97                        | \$17,047.41 |
| 14   | 25 years                                   | \$73.48                        | \$12,785.55 | 14   | 20 years                                    |                              |             | \$92.95                       | \$16,172.81 | 14   | 25 years                                    | \$99.50                        | \$17,312.65 |
| 15   | 15 years-19 years<br>+5years UC<br>service | \$74.76                        | \$13,007.79 | 15   | 25 years                                    |                              |             | \$94.79                       | \$16,493.62 | 15   | 15 years-19 years<br>+5 years UC<br>service | \$101.52                       | \$17,663.92 |
| 16   | 15 years-19 years<br>+7years UC<br>service | \$76.25                        | \$13,267.66 | 16   | 15 years-19 years<br>+5years UC<br>service  |                              |             | \$96.69                       | \$16,823.38 | 16   | 15 years-19 years<br>+7 years UC<br>service | \$103.55                       | \$18,016.99 |
| 17   | 15 years-19 years<br>+9years UC<br>service | \$77.79                        | \$13,534.69 | 17   | 15 years-19 years<br>+7 years UC<br>service |                              |             | \$98.62                       | \$17,160.32 | 17   | 15 years-19 years<br>+9 years UC<br>service | \$105.60                       | \$18,373.63 |
| 18   | 20 years<br>+10 years UC<br>service        | \$79.31                        | \$13,799.94 | 18   | 15 years-19 years<br>+9 years UC<br>service |                              |             | \$100.57                      | \$17,499.04 | 18   | 20 years<br>+10 years UC<br>service         | \$107.70                       | \$18,739.24 |
| 19   | 20 years<br>+12 years UC<br>service        | \$80.90                        | \$14,075.94 | 19   | 20 years<br>+10 years UC<br>service         |                              |             | \$102.59                      | \$17,850.31 |      |                                             |                                |             |
| 20   | 25 years<br>+15 years UC<br>service        | \$82.51                        | \$14,357.31 |      |                                             |                              |             |                               |             |      |                                             |                                |             |

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

|              | Hourly  |  | Hourly  | Hourly  | Hourly  |
|--------------|---------|--|---------|---------|---------|
| Eve          | \$3.00  |  | \$3.00  | \$3.00  | \$3.00  |
| Night        | \$6.00  |  | \$6.00  | \$6.00  | \$6.00  |
| Weekend      | \$2.75  |  | \$2.75  | \$2.50  | \$2.50  |
| On-Call      | \$12.00 |  | \$12.00 | \$12.00 | \$12.00 |
| Charge Nurse | \$2.50  |  | \$0.00  | \$0.00  | \$0.00  |

| UC LOS ANGELES                                            |                         |                                    |                                       |                                        |                                       |                                          |
|-----------------------------------------------------------|-------------------------|------------------------------------|---------------------------------------|----------------------------------------|---------------------------------------|------------------------------------------|
| Effective January 2020                                    |                         |                                    |                                       |                                        |                                       |                                          |
| Step                                                      | Nurse, Per Diem<br>9119 | Resource<br>Per Diem Nurse<br>9123 | Home Health Nurse<br>Per Diem<br>9114 | Nurse Practitioner<br>Per Diem<br>9160 | Nurse Anesthetist<br>Per Diem<br>9122 | Nurse Anesthetist Sr Per<br>Diem<br>9121 |
|                                                           | Hourly                  | Hourly                             | Hourly                                | Hourly                                 | Hourly                                | Hourly                                   |
| <b>1</b>                                                  | \$74.08                 | \$89.33                            | \$60.44                               | \$75.77                                | \$87.40                               | \$115.05                                 |
| Shift Differential, On-Call and Charge Nurse Differential |                         |                                    |                                       |                                        |                                       |                                          |
|                                                           | Hourly                  | Hourly                             | Hourly                                | Hourly                                 | Hourly                                | Hourly                                   |
| <b>Eve</b>                                                | \$3.00                  | \$3.00                             | \$3.00                                | \$3.00                                 | \$3.00                                | \$3.00                                   |
| <b>Night</b>                                              | \$6.00                  | \$6.00                             | \$6.00                                | \$6.00                                 | \$6.00                                | \$6.00                                   |
| <b>Weekend</b>                                            | \$2.75                  | \$2.75                             | \$2.75                                | \$2.75                                 | \$2.75                                | \$2.75                                   |
| <b>On-Call</b>                                            | \$12.00                 | \$12.00                            | \$12.00                               | \$12.00                                | \$10.50                               | \$12.00                                  |
| <b>Charge Nurse</b>                                       | \$2.50                  | \$2.50                             | \$0.00                                | \$0.00                                 | \$0.00                                | \$0.00                                   |

| UC LOS ANGELES                                                   |                     |                                 |             |                        |             |      |                               |                                |             |
|------------------------------------------------------------------|---------------------|---------------------------------|-------------|------------------------|-------------|------|-------------------------------|--------------------------------|-------------|
| Effective January 2020                                           |                     |                                 |             |                        |             |      |                               |                                |             |
| Step                                                             | Years of Experience | Anesthetist Nurse Reg Grad 9134 |             | Nurse Anesthetist 9144 |             | Step | Years of Experience           | Nurse Anesthetist Sr. Nex 7865 |             |
|                                                                  |                     | Hourly                          | Monthly     | Hourly                 | Monthly     |      |                               | Hourly                         | Monthly     |
| 1                                                                | <6 mos              | \$83.18                         | \$14,473.81 | \$93.12                | \$16,203.28 | 1    | 1 year                        | \$101.72                       | \$17,699.77 |
| 2                                                                | 6 mos               |                                 |             | \$94.99                | \$16,527.67 | 2    | 2 years                       | \$103.78                       | \$18,058.21 |
| 3                                                                | 1 year              |                                 |             | \$96.87                | \$16,855.64 | 3    | 3 years                       | \$105.84                       | \$18,416.65 |
| 4                                                                | 2 years             |                                 |             | \$98.85                | \$17,199.74 | 4    | 4 years                       | \$107.96                       | \$18,785.84 |
| 5                                                                | 3 years             |                                 |             | \$100.82               | \$17,542.05 | 5    | 5 years                       | \$110.15                       | \$19,165.79 |
| 6                                                                | 4 years             |                                 |             | \$102.86               | \$17,896.91 | 6    | 6 years                       | \$112.35                       | \$19,549.32 |
| 7                                                                | 5 years             |                                 |             | \$104.88               | \$18,249.97 | 7    | 7 years                       | \$114.62                       | \$19,943.60 |
| 8                                                                | 6 years             |                                 |             | \$106.99               | \$18,615.58 | 8    | 8 years                       | \$116.88                       | \$20,337.89 |
| 9                                                                | 7 years             |                                 |             | \$109.12               | \$18,986.57 | 9    | 9 years                       | \$119.21                       | \$20,742.92 |
| 10                                                               | 8 years             |                                 |             | \$111.31               | \$19,368.31 | 10   | 10 years                      | \$121.62                       | \$21,162.30 |
| 11                                                               | 9 years             |                                 |             | \$113.53               | \$19,753.63 | 11   | 11 years                      | \$124.04                       | \$21,583.46 |
| 12                                                               | 10 years            |                                 |             | \$115.79               | \$20,147.91 | 12   | 15 years                      | \$126.50                       | \$22,011.80 |
| 13                                                               | 11 years            |                                 |             | \$118.13               | \$20,554.74 | 13   | 20 years w/10years UC service | \$129.05                       | \$22,454.47 |
| 14                                                               | 15 years            |                                 |             | \$120.51               | \$20,968.74 |      |                               |                                |             |
| 15                                                               | 20 years            |                                 |             | \$122.94               | \$21,391.70 |      |                               |                                |             |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                                 |             |                        |             |      |                               |                                |             |
|                                                                  |                     | <b>Hourly</b>                   |             | <b>Hourly</b>          |             |      |                               | <b>Hourly</b>                  |             |
|                                                                  | <b>Eve</b>          | \$3.00                          |             | \$3.00                 |             |      |                               | \$3.00                         |             |
|                                                                  | <b>Night</b>        | \$6.00                          |             | \$6.00                 |             |      |                               | \$6.00                         |             |
|                                                                  | <b>Weekend</b>      | \$2.75                          |             | \$2.75                 |             |      |                               | \$2.75                         |             |
|                                                                  | <b>On-Call</b>      | \$12.00                         |             | \$12.00                |             |      |                               | \$12.00                        |             |
|                                                                  | <b>Charge Nurse</b> | \$0.00                          |             | \$0.00                 |             |      |                               | \$0.00                         |             |

**UC LOS ANGELES**  
**Effective January 2021**

| Step                                                             | Years of Experience                      | Nurse Clinical I<br>9140 |            | Nurse Clinical II<br>9139 |             | Step | Years of Experience                 | Nurse Clinical III<br>9138 |             | Step | Years of Experience                 | Nurse Clinical IV<br>9137 |             |
|------------------------------------------------------------------|------------------------------------------|--------------------------|------------|---------------------------|-------------|------|-------------------------------------|----------------------------|-------------|------|-------------------------------------|---------------------------|-------------|
|                                                                  |                                          | Hourly                   | Monthly    | Hourly                    | Monthly     |      |                                     | Hourly                     | Monthly     |      |                                     | Hourly                    | Monthly     |
|                                                                  | <6 mos                                   | \$48.56                  | \$8,448.99 |                           |             |      |                                     |                            |             |      |                                     |                           |             |
| 1                                                                | 6 mos                                    |                          |            | \$51.87                   | \$9,024.93  | 1    | 1 year                              | \$55.68                    | \$9,687.63  | 1    | 1 year                              | \$60.00                   | \$10,440.78 |
| 2                                                                | 1 year                                   |                          |            | \$53.06                   | \$9,231.68  | 2    | 2 years                             | \$56.84                    | \$9,890.69  | 2    | 2 years                             | \$61.20                   | \$10,649.38 |
| 3                                                                | 2 years                                  |                          |            | \$54.12                   | \$9,416.27  | 3    | 3 years                             | \$57.94                    | \$10,080.82 | 3    | 3 years                             | \$62.39                   | \$10,856.13 |
| 4                                                                | 3 years                                  |                          |            | \$55.19                   | \$9,602.72  | 4    | 4 years                             | \$59.12                    | \$10,287.57 | 4    | 4 years                             | \$63.68                   | \$11,079.49 |
| 5                                                                | 4 years                                  |                          |            | \$56.28                   | \$9,792.85  | 5    | 5 years                             | \$60.29                    | \$10,490.62 | 5    | 5 years                             | \$64.93                   | \$11,297.31 |
| 6                                                                | 5 years                                  |                          |            | \$57.41                   | \$9,988.52  | 6    | 6 years                             | \$61.50                    | \$10,701.06 | 6    | 6 years                             | \$66.23                   | \$11,524.37 |
| 7                                                                | 6 years                                  |                          |            | \$58.55                   | \$10,187.89 | 7    | 7 years                             | \$62.71                    | \$10,911.51 | 7    | 7 years                             | \$67.54                   | \$11,751.42 |
| 8                                                                | 7 years                                  |                          |            | \$59.72                   | \$10,390.94 | 8    | 8 years                             | \$64.00                    | \$11,136.71 | 8    | 8 years                             | \$68.89                   | \$11,987.70 |
| 9                                                                | 8 years                                  |                          |            | \$60.91                   | \$10,597.69 | 9    | 9 years                             | \$65.25                    | \$11,352.69 | 9    | 9 years                             | \$70.28                   | \$12,229.52 |
| 10                                                               | 9 years                                  |                          |            | \$62.16                   | \$10,815.51 | 10   | 10 years                            | \$66.55                    | \$11,579.74 | 10   | 10 years                            | \$71.71                   | \$12,476.88 |
| 11                                                               | 10 years                                 |                          |            | \$63.41                   | \$11,033.34 | 11   | 11 years                            | \$67.90                    | \$11,814.18 | 11   | 11 years                            | \$73.13                   | \$12,724.24 |
| 12                                                               | 11 years                                 |                          |            | \$64.64                   | \$11,247.47 | 12   | 15 years                            | \$69.28                    | \$12,054.16 | 12   | 15 years                            | \$74.59                   | \$12,978.99 |
| 13                                                               | 15 years                                 |                          |            | \$65.95                   | \$11,474.52 | 13   | 20 years                            | \$70.62                    | \$12,288.60 | 13   | 20 years                            | \$76.10                   | \$13,241.11 |
| 14                                                               | 20 years                                 |                          |            | \$67.29                   | \$11,708.96 | 14   | 25 years                            | \$72.05                    | \$12,535.96 | 14   | 25 years                            | \$77.60                   | \$13,503.24 |
| 15                                                               | 25 years                                 |                          |            | \$68.60                   | \$11,936.02 | 15   | 15-19 years<br>+ 5 years UC service | \$73.35                    | \$12,763.01 | 15   | 15-19 years<br>+ 5 years UC service | \$79.11                   | \$13,765.37 |
| 16                                                               | 15 years-19 years<br>+5 years UC service |                          |            | \$69.83                   | \$12,150.15 | 16   | 15-19 years<br>+ 7 years UC service | \$74.80                    | \$13,015.91 | 16   | 15-19 years<br>+ 7 years UC service | \$80.72                   | \$14,045.96 |
| 17                                                               | 15 years-19 years<br>+7 years UC service |                          |            | \$71.22                   | \$12,391.97 | 17   | 15-19 years<br>+ 9 years UC service | \$76.30                    | \$13,276.19 | 17   | 15-19 years<br>+ 9 years UC service | \$82.34                   | \$14,326.54 |
| 18                                                               | 15 years-19 years<br>+9 years UC service |                          |            | \$72.67                   | \$12,644.87 | 18   | 20 years<br>+10 years UC service    | \$77.83                    | \$13,542.01 | 18   | 20 years<br>+10 years UC service    | \$83.99                   | \$14,614.51 |
| 19                                                               | 20 years<br>+10 years UC service         |                          |            | \$74.08                   | \$12,890.38 | 19   | 20 years<br>+12 years UC service    | \$79.38                    | \$13,811.52 | 19   | 25 years<br>+15 years UC service    | \$85.68                   | \$14,908.02 |
| 20                                                               | 20 years<br>+15 years UC service         |                          |            | \$75.59                   | \$13,152.51 | 20   | 20 years<br>+15 years UC service    | \$80.96                    | \$14,086.57 |      |                                     |                           |             |
| 21                                                               | 25 years<br>+15 years UC service         |                          |            | \$77.11                   | \$13,416.48 | 21   | 20 years<br>+18 years UC service    | \$82.57                    | \$14,367.15 |      |                                     |                           |             |
|                                                                  |                                          |                          |            |                           |             | 22   | 25 years<br>+20 years UC service    | \$84.24                    | \$14,656.97 |      |                                     |                           |             |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                          |                          |            |                           |             |      |                                     |                            |             |      |                                     |                           |             |
|                                                                  |                                          | <b>Hourly</b>            |            | <b>Hourly</b>             |             |      |                                     | <b>Hourly</b>              |             |      |                                     | <b>Hourly</b>             |             |
|                                                                  | <b>Eve</b>                               | \$3.00                   |            | \$3.00                    |             |      |                                     | \$3.00                     |             |      |                                     | \$3.00                    |             |
|                                                                  | <b>Night</b>                             | \$6.00                   |            | \$6.00                    |             |      |                                     | \$6.00                     |             |      |                                     | \$6.00                    |             |
|                                                                  | <b>Weekend</b>                           | \$2.75                   |            | \$2.75                    |             |      |                                     | \$2.75                     |             |      |                                     | \$2.75                    |             |
|                                                                  | <b>On-Call</b>                           | \$12.00                  |            | \$12.00                   |             |      |                                     | \$12.00                    |             |      |                                     | \$12.00                   |             |
|                                                                  | <b>Charge Nurse</b>                      | \$0.00                   |            | \$2.50                    |             |      |                                     | \$2.50                     |             |      |                                     | \$2.50                    |             |



| UC LOS ANGELES                                                                                                                                   |                          |                                   |             |                                                                                                                                                       |                          |                                    |             |                                     |             |
|--------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|-----------------------------------|-------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|------------------------------------|-------------|-------------------------------------|-------------|
| Effective January 2021                                                                                                                           |                          |                                   |             |                                                                                                                                                       |                          |                                    |             |                                     |             |
| Step                                                                                                                                             | Years of Experience*     | Coordinator, Transplant I<br>9110 |             | Step                                                                                                                                                  | Years of Experience**    | Coordinator, Transplant II<br>9111 |             | Coordinator, Transplant III<br>9125 |             |
|                                                                                                                                                  |                          | Hourly                            | Monthly     |                                                                                                                                                       |                          | Hourly                             | Monthly     | Hourly                              | Monthly     |
| 1                                                                                                                                                | 1 year                   | \$68.40                           | \$11,900.94 | 1                                                                                                                                                     | 5 years                  | \$82.41                            | \$14,339.46 | \$87.48                             | \$15,221.84 |
| 2                                                                                                                                                | 3 years                  | \$69.78                           | \$12,140.92 | 2                                                                                                                                                     | 7 years                  | \$84.06                            | \$14,625.59 | \$89.25                             | \$15,530.11 |
| 3                                                                                                                                                | 5 years                  | \$71.18                           | \$12,384.59 | 3                                                                                                                                                     | 9 years                  | \$85.73                            | \$14,917.25 | \$91.06                             | \$15,843.93 |
| 4                                                                                                                                                | 5 years                  | \$76.94                           | \$13,386.95 | 4                                                                                                                                                     | 12 years                 | \$87.45                            | \$15,216.30 | \$92.84                             | \$16,154.05 |
| 5                                                                                                                                                | 7 years                  | \$78.46                           | \$13,652.76 | 5                                                                                                                                                     | 16 years                 | \$89.21                            | \$15,522.73 | \$94.72                             | \$16,480.78 |
| 6                                                                                                                                                | 9 years                  | \$80.06                           | \$13,929.66 | 6                                                                                                                                                     | 18 years                 | \$90.97                            | \$15,829.16 | \$96.57                             | \$16,803.83 |
| 7                                                                                                                                                | 12 years                 | \$81.64                           | \$14,204.71 | 7                                                                                                                                                     | >20 years                | \$92.79                            | \$16,144.82 | \$98.55                             | \$17,147.18 |
| 8                                                                                                                                                | 16 years                 | \$83.30                           | \$14,494.53 | 8                                                                                                                                                     | 15 years + 7 UC service  | \$94.67                            | \$16,473.40 | \$100.91                            | \$17,558.83 |
| 9                                                                                                                                                | 18 years                 | \$84.95                           | \$14,780.65 | 9                                                                                                                                                     | 15 years + 9 UC service  | \$96.53                            | \$16,796.44 | \$102.48                            | \$17,832.03 |
| 10                                                                                                                                               | > 20 years               | \$86.64                           | \$15,076.00 | 10                                                                                                                                                    | 20 years + 10 UC service | \$98.49                            | \$17,137.95 | \$104.56                            | \$18,193.84 |
| 11                                                                                                                                               | 15 years + 7 UC service  | \$88.36                           | \$15,375.05 | <p>** CCTC and minimum 5 years relevant RN experience with a combination of critical care and/or transplant preferred (per program requirements).</p> |                          |                                    |             |                                     |             |
| 12                                                                                                                                               | 15 years + 9 UC service  | \$90.13                           | \$15,683.33 |                                                                                                                                                       |                          |                                    |             |                                     |             |
| 13                                                                                                                                               | 20 years + 10 UC service | \$91.95                           | \$15,998.99 |                                                                                                                                                       |                          |                                    |             |                                     |             |
| * Steps 4-13: Minimum 5 years relevant RN experience with a combination of critical care and/or transplant preferred (per program requirements). |                          |                                   |             |                                                                                                                                                       |                          |                                    |             |                                     |             |
| Stipends                                                                                                                                         |                          |                                   |             |                                                                                                                                                       |                          |                                    |             |                                     |             |
|                                                                                                                                                  |                          | Per Day                           |             |                                                                                                                                                       |                          | Per Day                            |             | Per Day                             |             |
|                                                                                                                                                  | Weeknight                | \$540.00                          |             |                                                                                                                                                       |                          | \$540.00                           |             | \$540.00                            |             |
|                                                                                                                                                  | Weekend                  | \$540.00                          |             |                                                                                                                                                       |                          | \$540.00                           |             | \$540.00                            |             |
|                                                                                                                                                  | Holiday                  | \$540.00                          |             |                                                                                                                                                       |                          | \$540.00                           |             | \$540.00                            |             |
|                                                                                                                                                  | Charge Nurse             | \$522.00                          |             |                                                                                                                                                       |                          | \$522.00                           |             | \$522.00                            |             |

| UC LOS ANGELES                                            |                                     |                          |             |      |                                     |                           |             |                            |             |
|-----------------------------------------------------------|-------------------------------------|--------------------------|-------------|------|-------------------------------------|---------------------------|-------------|----------------------------|-------------|
| Effective January 2021                                    |                                     |                          |             |      |                                     |                           |             |                            |             |
| Step                                                      | Years of Experience                 | Home Health Nurse I 9118 |             | Step | Years of Experience                 | Home Health Nurse II 9117 |             | Home Health Nurse III 9116 |             |
|                                                           |                                     | Hourly                   | Monthly     |      |                                     | Hourly                    | Monthly     | Hourly                     | Monthly     |
| 1                                                         | <6 mos                              | \$45.64                  | \$7,941.35  | 1    | 1 year                              | \$52.77                   | \$9,181.83  | \$59.94                    | \$10,429.71 |
| 2                                                         | 6 mos                               | \$46.56                  | \$8,101.94  | 2    | 2 years                             | \$53.83                   | \$9,366.43  | \$61.16                    | \$10,641.99 |
| 3                                                         | 1 year                              | \$47.51                  | \$8,266.24  | 3    | 3 years                             | \$54.89                   | \$9,551.03  | \$62.35                    | \$10,848.74 |
| 4                                                         | 2 years                             | \$48.45                  | \$8,430.53  | 4    | 4 years                             | \$56.00                   | \$9,744.85  | \$63.61                    | \$11,068.41 |
| 5                                                         | 3 years                             | \$49.43                  | \$8,600.36  | 5    | 5 years                             | \$57.14                   | \$9,942.37  | \$64.91                    | \$11,293.62 |
| 6                                                         | 4 years                             | \$50.40                  | \$8,770.18  | 6    | 6 years                             | \$58.26                   | \$10,138.05 | \$66.20                    | \$11,518.83 |
| 7                                                         | 5 years                             | \$51.42                  | \$8,947.40  | 7    | 7 years                             | \$59.43                   | \$10,341.10 | \$67.52                    | \$11,747.73 |
| 8                                                         | 6 years                             | \$52.45                  | \$9,126.46  | 8    | 8 years                             | \$60.60                   | \$10,544.16 | \$68.86                    | \$11,982.17 |
| 9                                                         | 7 years                             | \$53.52                  | \$9,312.90  | 9    | 9 years                             | \$61.86                   | \$10,763.83 | \$70.23                    | \$12,220.29 |
| 10                                                        | 8 years                             | \$54.56                  | \$9,493.80  | 10   | 10 years                            | \$63.07                   | \$10,974.27 | \$71.65                    | \$12,467.65 |
| 11                                                        | 9 years                             | \$55.67                  | \$9,685.78  | 11   | 11 years                            | \$64.36                   | \$11,199.48 | \$73.09                    | \$12,716.86 |
| 12                                                        | 10 years                            | \$56.77                  | \$9,877.76  | 12   | 15 years                            | \$65.61                   | \$11,415.45 | \$74.54                    | \$12,969.76 |
| 13                                                        | 11 years                            | \$57.89                  | \$10,073.44 | 13   | 20 years                            | \$66.91                   | \$11,642.51 | \$76.06                    | \$13,233.73 |
| 14                                                        | 15 years                            | \$59.11                  | \$10,285.72 | 14   | 25 years                            | \$68.26                   | \$11,876.95 | \$77.58                    | \$13,499.55 |
| 15                                                        | 20 years                            | \$60.27                  | \$10,486.93 | 15   | 15-19 years<br>+ 5 years UC service | \$69.65                   | \$12,118.77 | \$79.10                    | \$13,763.52 |
| 16                                                        | 25 years                            | \$61.49                  | \$10,699.22 | 16   | 15-19 years<br>+ 7 years UC service | \$71.04                   | \$12,360.59 | \$80.70                    | \$14,042.26 |
| 17                                                        | 15-19 years<br>+ 5 years UC service | \$62.68                  | \$10,905.97 | 17   | 15-19 years<br>+ 9 years UC service | \$72.48                   | \$12,611.64 | \$82.28                    | \$14,317.31 |
| 18                                                        | 15-19 years<br>+ 7 years UC service | \$63.95                  | \$11,127.48 | 18   | 20 years<br>+10 years UC<br>service | \$73.92                   | \$12,862.69 | \$83.95                    | \$14,607.13 |
| 19                                                        | 15-19 years<br>+ 9 years UC service | \$65.20                  | \$11,345.31 |      |                                     |                           |             |                            |             |
| 20                                                        | 20 years<br>+10 years UC<br>service | \$66.54                  | \$11,577.90 |      |                                     |                           |             |                            |             |
| Shift Differential, On-Call and Charge Nurse Differential |                                     |                          |             |      |                                     |                           |             |                            |             |
|                                                           |                                     | Hourly                   |             |      |                                     | Hourly                    |             | Hourly                     |             |
|                                                           | <b>Eve</b>                          | \$3.00                   |             |      |                                     | \$3.00                    |             | \$3.00                     |             |
|                                                           | <b>Night</b>                        | \$6.00                   |             |      |                                     | \$6.00                    |             | \$6.00                     |             |
|                                                           | <b>Weekend</b>                      | \$2.75                   |             |      |                                     | \$2.75                    |             | \$2.75                     |             |
|                                                           | <b>On-Call</b>                      | \$12.00                  |             |      |                                     | \$12.00                   |             | \$12.00                    |             |
|                                                           | <b>Charge Nurse</b>                 | \$2.50                   |             |      |                                     | \$2.50                    |             | \$2.50                     |             |

**UC LOS ANGELES**  
**Effective January 2021**

| Step                                                             | Years of Experience                        | Nurse Administrative I<br>9134 |             | Step | Years of Experience                         | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Step | Years of Experience                         | Nurse Practitioner III<br>9146 |             |
|------------------------------------------------------------------|--------------------------------------------|--------------------------------|-------------|------|---------------------------------------------|------------------------------|-------------|-------------------------------|-------------|------|---------------------------------------------|--------------------------------|-------------|
|                                                                  |                                            | Hourly                         | Monthly     |      |                                             | Hourly                       | Monthly     | Hourly                        | Monthly     |      |                                             | Hourly                         | Monthly     |
|                                                                  |                                            |                                |             |      | <6 mos                                      | \$66.74                      | \$11,612.97 |                               |             |      |                                             |                                |             |
| 1                                                                | 1 year                                     | \$58.50                        | \$10,178.66 | 1    | 6 mos                                       |                              |             | \$73.99                       | \$12,873.77 | 1    | 1 year                                      | \$79.24                        | \$13,787.52 |
| 2                                                                | 2 years                                    | \$59.64                        | \$10,378.02 | 2    | 1 year                                      |                              |             | \$75.44                       | \$13,126.66 | 2    | 2 years                                     | \$80.82                        | \$14,062.57 |
| 3                                                                | 3 years                                    | \$60.83                        | \$10,584.77 | 3    | 2 years                                     |                              |             | \$76.96                       | \$13,390.64 | 3    | 3 years                                     | \$82.44                        | \$14,345.00 |
| 4                                                                | 4 years                                    | \$62.06                        | \$10,798.90 | 4    | 3 years                                     |                              |             | \$78.52                       | \$13,661.99 | 4    | 4 years                                     | \$84.08                        | \$14,629.28 |
| 5                                                                | 5 years                                    | \$63.30                        | \$11,014.88 | 5    | 4 years                                     |                              |             | \$80.11                       | \$13,938.89 | 5    | 5 years                                     | \$85.79                        | \$14,928.33 |
| 6                                                                | 6 years                                    | \$64.56                        | \$11,232.70 | 6    | 5 years                                     |                              |             | \$81.67                       | \$14,210.25 | 6    | 6 years                                     | \$87.48                        | \$15,221.84 |
| 7                                                                | 7 years                                    | \$65.85                        | \$11,457.91 | 7    | 6 years                                     |                              |             | \$83.31                       | \$14,496.37 | 7    | 7 years                                     | \$89.25                        | \$15,530.11 |
| 8                                                                | 8 years                                    | \$67.17                        | \$11,686.81 | 8    | 7 years                                     |                              |             | \$84.99                       | \$14,788.03 | 8    | 8 years                                     | \$91.06                        | \$15,843.93 |
| 9                                                                | 9 years                                    | \$68.51                        | \$11,921.25 | 9    | 8 years                                     |                              |             | \$86.66                       | \$15,079.70 | 9    | 9 years                                     | \$92.84                        | \$16,154.05 |
| 10                                                               | 10 years                                   | \$69.87                        | \$12,157.53 | 10   | 9 years                                     |                              |             | \$88.43                       | \$15,386.13 | 10   | 10 years                                    | \$94.72                        | \$16,480.78 |
| 11                                                               | 11 years                                   | \$71.28                        | \$12,403.05 | 11   | 10 years                                    |                              |             | \$90.18                       | \$15,690.71 | 11   | 11 years                                    | \$96.57                        | \$16,803.83 |
| 12                                                               | 15 years                                   | \$72.70                        | \$12,650.40 | 12   | 11 years                                    |                              |             | \$91.99                       | \$16,006.37 | 12   | 15 years                                    | \$98.55                        | \$17,147.18 |
| 13                                                               | 20 years                                   | \$74.17                        | \$12,905.15 | 13   | 15 years                                    |                              |             | \$93.84                       | \$16,327.57 | 13   | 20 years                                    | \$100.91                       | \$17,558.83 |
| 14                                                               | 25 years                                   | \$75.68                        | \$13,169.12 | 14   | 20 years                                    |                              |             | \$95.74                       | \$16,658.00 | 14   | 25 years                                    | \$102.48                       | \$17,832.03 |
| 15                                                               | 15 years-19 years<br>+5years UC<br>service | \$77.00                        | \$13,398.02 | 15   | 25 years                                    |                              |             | \$97.63                       | \$16,988.43 | 15   | 15 years-19 years<br>+5 years UC<br>service | \$104.56                       | \$18,193.84 |
| 16                                                               | 15 years-19 years<br>+7years UC<br>service | \$78.54                        | \$13,665.69 | 16   | 15 years-19 years<br>+5years UC<br>service  |                              |             | \$99.59                       | \$17,328.08 | 16   | 15 years-19 years<br>+7 years UC<br>service | \$106.65                       | \$18,557.50 |
| 17                                                               | 15 years-19 years<br>+9years UC<br>service | \$80.12                        | \$13,940.74 | 17   | 15 years-19 years<br>+7 years UC<br>service |                              |             | \$101.58                      | \$17,675.12 | 17   | 15 years-19 years<br>+9 years UC<br>service | \$108.76                       | \$18,924.84 |
| 18                                                               | 20 years<br>+10 years UC<br>service        | \$81.69                        | \$14,213.94 | 18   | 15 years-19 years<br>+9 years UC<br>service |                              |             | \$103.59                      | \$18,024.01 | 18   | 20 years<br>+10 years UC<br>service         | \$110.93                       | \$19,301.42 |
| 19                                                               | 20 years<br>+12 years UC<br>service        | \$83.32                        | \$14,498.22 | 19   | 20 years<br>+10 years UC<br>service         |                              |             | \$105.67                      | \$18,385.82 |      |                                             |                                |             |
| 20                                                               | 25 years<br>+15 years UC<br>service        | \$84.99                        | \$14,788.03 |      |                                             |                              |             |                               |             |      |                                             |                                |             |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                            |                                |             |      |                                             |                              |             |                               |             |      |                                             |                                |             |
|                                                                  |                                            | <b>Hourly</b>                  |             |      |                                             | <b>Hourly</b>                |             | <b>Hourly</b>                 |             |      |                                             | <b>Hourly</b>                  |             |
|                                                                  | <b>Eve</b>                                 | \$3.00                         |             |      |                                             | \$3.00                       |             | \$3.00                        |             |      |                                             | \$3.00                         |             |
|                                                                  | <b>Night</b>                               | \$6.00                         |             |      |                                             | \$6.00                       |             | \$6.00                        |             |      |                                             | \$6.00                         |             |
|                                                                  | <b>Weekend</b>                             | \$2.75                         |             |      |                                             | \$2.75                       |             | \$2.50                        |             |      |                                             | \$2.50                         |             |
|                                                                  | <b>On-Call</b>                             | \$12.00                        |             |      |                                             | \$12.00                      |             | \$12.00                       |             |      |                                             | \$12.00                        |             |
|                                                                  | <b>Charge Nurse</b>                        | \$2.50                         |             |      |                                             | \$0.00                       |             | \$0.00                        |             |      |                                             | \$0.00                         |             |

| UC LOS ANGELES                                            |                            |                                    |                                       |                                        |                                       |                                          |
|-----------------------------------------------------------|----------------------------|------------------------------------|---------------------------------------|----------------------------------------|---------------------------------------|------------------------------------------|
| Effective January 2021                                    |                            |                                    |                                       |                                        |                                       |                                          |
| Step                                                      | Nurse,<br>Per Diem<br>9119 | Resource<br>Per Diem Nurse<br>9123 | Home Health Nurse<br>Per Diem<br>9114 | Nurse Practitioner<br>Per Diem<br>9160 | Nurse Anesthetist<br>Per Diem<br>9122 | Nurse Anesthetist Sr<br>Per Diem<br>9121 |
|                                                           | Hourly                     | Hourly                             | Hourly                                | Hourly                                 | Hourly                                | Hourly                                   |
| <b>1</b>                                                  | \$76.30                    | \$92.01                            | \$62.25                               | \$78.04                                | \$90.02                               | \$118.50                                 |
| Shift Differential, On-Call and Charge Nurse Differential |                            |                                    |                                       |                                        |                                       |                                          |
|                                                           | Hourly                     | Hourly                             | Hourly                                | Hourly                                 | Hourly                                | Hourly                                   |
| <b>Eve</b>                                                | \$3.00                     | \$3.00                             | \$3.00                                | \$3.00                                 | \$3.00                                | \$3.00                                   |
| <b>Night</b>                                              | \$6.00                     | \$6.00                             | \$6.00                                | \$6.00                                 | \$6.00                                | \$6.00                                   |
| <b>Weekend</b>                                            | \$2.75                     | \$2.75                             | \$2.75                                | \$2.75                                 | \$2.75                                | \$2.75                                   |
| <b>On-Call</b>                                            | \$12.00                    | \$12.00                            | \$12.00                               | \$12.00                                | \$10.50                               | \$12.00                                  |
| <b>Charge Nurse</b>                                       | \$2.50                     | \$2.50                             | \$0.00                                | \$0.00                                 | \$0.00                                | \$0.00                                   |

**UC LOS ANGELES**  
Effective January 2022

| Step                                                             | Years of Experience                      | Nurse Clinical I<br>9140 |            | Nurse Clinical II<br>9139 |             | Step | Years of Experience                 | Nurse Clinical III<br>9138 |             | Step | Years of Experience                 | Nurse Clinical IV<br>9137 |             |
|------------------------------------------------------------------|------------------------------------------|--------------------------|------------|---------------------------|-------------|------|-------------------------------------|----------------------------|-------------|------|-------------------------------------|---------------------------|-------------|
|                                                                  |                                          | Hourly                   | Monthly    | Hourly                    | Monthly     |      |                                     | Hourly                     | Monthly     |      |                                     | Hourly                    | Monthly     |
|                                                                  | <6 mos                                   | \$50.01                  | \$8,702.46 |                           |             |      |                                     |                            |             |      |                                     |                           |             |
| 1                                                                | 6 mos                                    |                          |            | \$53.42                   | \$9,295.68  | 1    | 1 year                              | \$57.35                    | \$9,978.26  | 1    | 1 year                              | \$61.80                   | \$10,754.01 |
| 2                                                                | 1 year                                   |                          |            | \$54.65                   | \$9,508.63  | 2    | 2 years                             | \$58.55                    | \$10,187.41 | 2    | 2 years                             | \$63.04                   | \$10,968.86 |
| 3                                                                | 2 years                                  |                          |            | \$55.74                   | \$9,698.76  | 3    | 3 years                             | \$59.67                    | \$10,383.24 | 3    | 3 years                             | \$64.26                   | \$11,181.81 |
| 4                                                                | 3 years                                  |                          |            | \$56.84                   | \$9,890.80  | 4    | 4 years                             | \$60.90                    | \$10,596.20 | 4    | 4 years                             | \$65.59                   | \$11,411.87 |
| 5                                                                | 4 years                                  |                          |            | \$57.97                   | \$10,086.64 | 5    | 5 years                             | \$62.10                    | \$10,805.34 | 5    | 5 years                             | \$66.87                   | \$11,636.23 |
| 6                                                                | 5 years                                  |                          |            | \$59.13                   | \$10,288.18 | 6    | 6 years                             | \$63.35                    | \$11,022.10 | 6    | 6 years                             | \$68.22                   | \$11,870.10 |
| 7                                                                | 6 years                                  |                          |            | \$60.31                   | \$10,493.52 | 7    | 7 years                             | \$64.59                    | \$11,238.85 | 7    | 7 years                             | \$69.56                   | \$12,103.96 |
| 8                                                                | 7 years                                  |                          |            | \$61.51                   | \$10,702.67 | 8    | 8 years                             | \$65.92                    | \$11,470.81 | 8    | 8 years                             | \$70.96                   | \$12,347.33 |
| 9                                                                | 8 years                                  |                          |            | \$62.73                   | \$10,915.62 | 9    | 9 years                             | \$67.20                    | \$11,693.27 | 9    | 9 years                             | \$72.39                   | \$12,596.41 |
| 10                                                               | 9 years                                  |                          |            | \$64.02                   | \$11,139.98 | 10   | 10 years                            | \$68.55                    | \$11,927.14 | 10   | 10 years                            | \$73.86                   | \$12,851.19 |
| 11                                                               | 10 years                                 |                          |            | \$65.31                   | \$11,364.34 | 11   | 11 years                            | \$69.93                    | \$12,168.61 | 11   | 11 years                            | \$75.32                   | \$13,105.97 |
| 12                                                               | 11 years                                 |                          |            | \$66.58                   | \$11,584.89 | 12   | 15 years                            | \$71.36                    | \$12,415.78 | 12   | 15 years                            | \$76.83                   | \$13,368.36 |
| 13                                                               | 15 years                                 |                          |            | \$67.92                   | \$11,818.76 | 13   | 20 years                            | \$72.74                    | \$12,657.25 | 13   | 20 years                            | \$78.38                   | \$13,638.35 |
| 14                                                               | 20 years                                 |                          |            | \$69.31                   | \$12,060.23 | 14   | 25 years                            | \$74.21                    | \$12,912.03 | 14   | 25 years                            | \$79.93                   | \$13,908.34 |
| 15                                                               | 25 years                                 |                          |            | \$70.66                   | \$12,294.10 | 15   | 15-19 years<br>+ 5 years UC service | \$75.55                    | \$13,145.90 | 15   | 15-19 years<br>+ 5 years UC service | \$81.48                   | \$14,178.33 |
| 16                                                               | 15 years-19 years<br>+5 years UC service |                          |            | \$71.92                   | \$12,514.65 | 16   | 15-19 years<br>+ 7 years UC service | \$77.05                    | \$13,406.38 | 16   | 15-19 years<br>+ 7 years UC service | \$83.15                   | \$14,467.33 |
| 17                                                               | 15 years-19 years<br>+7 years UC service |                          |            | \$73.35                   | \$12,763.73 | 17   | 15-19 years<br>+ 9 years UC service | \$78.59                    | \$13,674.47 | 17   | 15-19 years<br>+ 9 years UC service | \$84.81                   | \$14,756.34 |
| 18                                                               | 15 years-19 years<br>+9 years UC service |                          |            | \$74.85                   | \$13,024.21 | 18   | 20 years<br>+10 years UC service    | \$80.16                    | \$13,948.27 | 18   | 20 years<br>+10 years UC service    | \$86.51                   | \$15,052.95 |
| 19                                                               | 20 years<br>+10 years UC service         |                          |            | \$76.31                   | \$13,277.09 | 19   | 20 years<br>+12 years UC service    | \$81.76                    | \$14,225.86 | 19   | 25 years<br>+15 years UC service    | \$88.25                   | \$15,355.26 |
| 20                                                               | 20 years<br>+15 years UC service         |                          |            | \$77.86                   | \$13,547.08 | 20   | 20 years<br>+15 years UC service    | \$83.39                    | \$14,509.16 |      |                                     |                           |             |
| 21                                                               | 25 years<br>+15 years UC service         |                          |            | \$79.42                   | \$13,818.98 | 21   | 20 years<br>+18 years UC service    | \$85.05                    | \$14,798.17 |      |                                     |                           |             |
|                                                                  |                                          |                          |            |                           |             | 22   | 25 years<br>+20 years UC service    | \$86.76                    | \$15,096.68 |      |                                     |                           |             |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                          |                          |            |                           |             |      |                                     |                            |             |      |                                     |                           |             |
|                                                                  |                                          | <b>Hourly</b>            |            | <b>Hourly</b>             |             |      |                                     | <b>Hourly</b>              |             |      |                                     | <b>Hourly</b>             |             |
|                                                                  | <b>Eve</b>                               | \$3.00                   |            | \$3.00                    |             |      |                                     | \$3.00                     |             |      |                                     | \$3.00                    |             |
|                                                                  | <b>Night</b>                             | \$6.00                   |            | \$6.00                    |             |      |                                     | \$6.00                     |             |      |                                     | \$6.00                    |             |
|                                                                  | <b>Weekend</b>                           | \$2.75                   |            | \$2.75                    |             |      |                                     | \$2.75                     |             |      |                                     | \$2.75                    |             |
|                                                                  | <b>On-Call</b>                           | \$12.00                  |            | \$12.00                   |             |      |                                     | \$12.00                    |             |      |                                     | \$12.00                   |             |
|                                                                  | <b>Charge Nurse</b>                      | \$0.00                   |            | \$2.50                    |             |      |                                     | \$2.50                     |             |      |                                     | \$2.50                    |             |

| UC LOS ANGELES                                                   |                                     |                          |             |      |                                     |                           |             |                            |             |
|------------------------------------------------------------------|-------------------------------------|--------------------------|-------------|------|-------------------------------------|---------------------------|-------------|----------------------------|-------------|
| Effective January 2022                                           |                                     |                          |             |      |                                     |                           |             |                            |             |
| Step                                                             | Years of Experience                 | Home Health Nurse I 9118 |             | Step | Years of Experience                 | Home Health Nurse II 9117 |             | Home Health Nurse III 9116 |             |
|                                                                  |                                     | Hourly                   | Monthly     |      |                                     | Hourly                    | Monthly     | Hourly                     | Monthly     |
| 1                                                                | <6 mos                              | \$47.01                  | \$8,179.59  | 1    | 1 year                              | \$54.35                   | \$9,457.29  | \$61.74                    | \$10,742.60 |
| 2                                                                | 6 mos                               | \$47.96                  | \$8,345.00  | 2    | 2 years                             | \$55.44                   | \$9,647.42  | \$63.00                    | \$10,961.25 |
| 3                                                                | 1 year                              | \$48.93                  | \$8,514.22  | 3    | 3 years                             | \$56.54                   | \$9,837.56  | \$64.22                    | \$11,174.20 |
| 4                                                                | 2 years                             | \$49.90                  | \$8,683.44  | 4    | 4 years                             | \$57.69                   | \$10,037.20 | \$65.52                    | \$11,400.46 |
| 5                                                                | 3 years                             | \$50.91                  | \$8,858.37  | 5    | 5 years                             | \$58.85                   | \$10,240.64 | \$66.85                    | \$11,632.43 |
| 6                                                                | 4 years                             | \$51.92                  | \$9,033.29  | 6    | 6 years                             | \$60.01                   | \$10,442.19 | \$68.19                    | \$11,864.39 |
| 7                                                                | 5 years                             | \$52.96                  | \$9,215.82  | 7    | 7 years                             | \$61.21                   | \$10,651.33 | \$69.54                    | \$12,100.16 |
| 8                                                                | 6 years                             | \$54.02                  | \$9,400.25  | 8    | 8 years                             | \$62.42                   | \$10,860.48 | \$70.93                    | \$12,341.63 |
| 9                                                                | 7 years                             | \$55.13                  | \$9,592.29  | 9    | 9 years                             | \$63.72                   | \$11,086.74 | \$72.34                    | \$12,586.90 |
| 10                                                               | 8 years                             | \$56.20                  | \$9,778.62  | 10   | 10 years                            | \$64.96                   | \$11,303.50 | \$73.80                    | \$12,841.68 |
| 11                                                               | 9 years                             | \$57.34                  | \$9,976.36  | 11   | 11 years                            | \$66.30                   | \$11,535.46 | \$75.28                    | \$13,098.37 |
| 12                                                               | 10 years                            | \$58.47                  | \$10,174.10 | 12   | 15 years                            | \$67.57                   | \$11,757.92 | \$76.77                    | \$13,358.85 |
| 13                                                               | 11 years                            | \$59.63                  | \$10,375.64 | 13   | 20 years                            | \$68.92                   | \$11,991.78 | \$78.34                    | \$13,630.74 |
| 14                                                               | 15 years                            | \$60.89                  | \$10,594.29 | 14   | 25 years                            | \$70.31                   | \$12,233.25 | \$79.91                    | \$13,904.54 |
| 15                                                               | 20 years                            | \$62.08                  | \$10,801.54 | 15   | 15-19 years<br>+ 5 years UC service | \$71.74                   | \$12,482.33 | \$81.47                    | \$14,176.43 |
| 16                                                               | 25 years                            | \$63.33                  | \$11,020.20 | 16   | 15-19 years<br>+ 7 years UC service | \$73.17                   | \$12,731.41 | \$83.12                    | \$14,463.53 |
| 17                                                               | 15-19 years<br>+ 5 years UC service | \$64.56                  | \$11,233.15 | 17   | 15-19 years<br>+ 9 years UC service | \$74.66                   | \$12,989.99 | \$84.75                    | \$14,746.83 |
| 18                                                               | 15-19 years<br>+ 7 years UC service | \$65.87                  | \$11,461.31 | 18   | 20 years<br>+10 years UC service    | \$76.14                   | \$13,248.57 | \$86.47                    | \$15,045.34 |
| 19                                                               | 15-19 years<br>+ 9 years UC service | \$67.16                  | \$11,685.67 |      |                                     |                           |             |                            |             |
| 20                                                               | 20 years<br>+10 years UC service    | \$68.54                  | \$11,925.24 |      |                                     |                           |             |                            |             |
|                                                                  |                                     |                          |             |      |                                     |                           |             |                            |             |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                     |                          |             |      |                                     |                           |             |                            |             |
|                                                                  |                                     | <b>Hourly</b>            |             |      |                                     | <b>Hourly</b>             |             | <b>Hourly</b>              |             |
|                                                                  | <b>Eve</b>                          | \$3.00                   |             |      |                                     | \$3.00                    |             | \$3.00                     |             |
|                                                                  | <b>Night</b>                        | \$6.00                   |             |      |                                     | \$6.00                    |             | \$6.00                     |             |
|                                                                  | <b>Weekend</b>                      | \$2.75                   |             |      |                                     | \$2.75                    |             | \$2.75                     |             |
|                                                                  | <b>On-Call</b>                      | \$12.00                  |             |      |                                     | \$12.00                   |             | \$12.00                    |             |
|                                                                  | <b>Charge Nurse</b>                 | \$2.50                   |             |      |                                     | \$2.50                    |             | \$2.50                     |             |

| UC LOS ANGELES                                                                                                                                   |                          |                                   |             |                                                                                                                                                |                          |                                    |             |                                     |             |
|--------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|-----------------------------------|-------------|------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|------------------------------------|-------------|-------------------------------------|-------------|
| Effective January 2022                                                                                                                           |                          |                                   |             |                                                                                                                                                |                          |                                    |             |                                     |             |
| Step                                                                                                                                             | Years of Experience*     | Coordinator, Transplant I<br>9110 |             | Step                                                                                                                                           | Years of Experience**    | Coordinator, Transplant II<br>9111 |             | Coordinator, Transplant III<br>9125 |             |
|                                                                                                                                                  |                          | Hourly                            | Monthly     |                                                                                                                                                |                          | Hourly                             | Monthly     | Hourly                              | Monthly     |
| 1                                                                                                                                                | 1 year                   | \$70.45                           | \$12,257.97 | 1                                                                                                                                              | 5 years                  | \$84.88                            | \$14,769.65 | \$90.11                             | \$15,678.49 |
| 2                                                                                                                                                | 3 years                  | \$71.87                           | \$12,505.15 | 2                                                                                                                                              | 7 years                  | \$86.58                            | \$15,064.36 | \$91.93                             | \$15,996.02 |
| 3                                                                                                                                                | 5 years                  | \$73.31                           | \$12,756.12 | 3                                                                                                                                              | 9 years                  | \$88.30                            | \$15,364.77 | \$93.79                             | \$16,319.24 |
| 4                                                                                                                                                | 5 years                  | \$79.24                           | \$13,788.55 | 4                                                                                                                                              | 12 years                 | \$90.07                            | \$15,672.79 | \$95.62                             | \$16,638.67 |
| 5                                                                                                                                                | 7 years                  | \$80.82                           | \$14,062.35 | 5                                                                                                                                              | 16 years                 | \$91.89                            | \$15,988.41 | \$97.56                             | \$16,975.21 |
| 6                                                                                                                                                | 9 years                  | \$82.46                           | \$14,347.55 | 6                                                                                                                                              | 18 years                 | \$93.70                            | \$16,304.03 | \$99.47                             | \$17,307.94 |
| 7                                                                                                                                                | 12 years                 | \$84.09                           | \$14,630.85 | 7                                                                                                                                              | >20 years                | \$95.57                            | \$16,629.16 | \$101.50                            | \$17,661.59 |
| 8                                                                                                                                                | 16 years                 | \$85.80                           | \$14,929.36 | 8                                                                                                                                              | 15 years + 7 UC service  | \$97.51                            | \$16,967.60 | \$103.94                            | \$18,085.59 |
| 9                                                                                                                                                | 18 years                 | \$87.49                           | \$15,224.07 | 9                                                                                                                                              | 15 years + 9 UC service  | \$99.43                            | \$17,300.34 | \$105.56                            | \$18,366.99 |
| 10                                                                                                                                               | > 20 years               | \$89.24                           | \$15,528.28 | 10                                                                                                                                             | 20 years + 10 UC service | \$101.45                           | \$17,652.09 | \$107.70                            | \$18,739.66 |
| 11                                                                                                                                               | 15 years + 7 UC service  | \$91.01                           | \$15,836.30 | ** CCTC and minimum 5 years relevant RN experience with a combination of critical care and/or transplant preferred (per program requirements). |                          |                                    |             |                                     |             |
| 12                                                                                                                                               | 15 years + 9 UC service  | \$92.84                           | \$16,153.83 |                                                                                                                                                |                          |                                    |             |                                     |             |
| 13                                                                                                                                               | 20 years + 10 UC service | \$94.71                           | \$16,478.96 |                                                                                                                                                |                          |                                    |             |                                     |             |
| * Steps 4-13: Minimum 5 years relevant RN experience with a combination of critical care and/or transplant preferred (per program requirements). |                          |                                   |             |                                                                                                                                                |                          |                                    |             |                                     |             |
| Stipends                                                                                                                                         |                          |                                   |             |                                                                                                                                                |                          |                                    |             |                                     |             |
|                                                                                                                                                  |                          | Per Day                           |             |                                                                                                                                                |                          | Per Day                            |             | Per Day                             |             |
| Weeknight                                                                                                                                        |                          | \$540.00                          |             |                                                                                                                                                |                          | \$540.00                           |             | \$540.00                            |             |
| Weekend                                                                                                                                          |                          | \$540.00                          |             |                                                                                                                                                |                          | \$540.00                           |             | \$540.00                            |             |
| Holiday                                                                                                                                          |                          | \$540.00                          |             |                                                                                                                                                |                          | \$540.00                           |             | \$540.00                            |             |
| Charge Nurse                                                                                                                                     |                          | \$522.00                          |             |                                                                                                                                                |                          | \$522.00                           |             | \$522.00                            |             |

**UC LOS ANGELES**  
**Effective January 2022**

| Step | Years of Experience                        | Nurse Administrative I<br>9134 |             | Step | Years of Experience                         | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Step | Years of Experience                         | Nurse Practitioner III<br>9146 |             |
|------|--------------------------------------------|--------------------------------|-------------|------|---------------------------------------------|------------------------------|-------------|-------------------------------|-------------|------|---------------------------------------------|--------------------------------|-------------|
|      |                                            | Hourly                         | Monthly     |      |                                             | Hourly                       | Monthly     | Hourly                        | Monthly     |      |                                             | Hourly                         | Monthly     |
|      |                                            |                                |             |      | <6 mos                                      | \$68.74                      | \$11,961.36 |                               |             |      |                                             |                                |             |
| 1    | 1 year                                     | \$60.25                        | \$10,484.02 | 1    | 6 mos                                       |                              |             | \$76.21                       | \$13,259.98 | 1    | 1 year                                      | \$81.62                        | \$14,201.15 |
| 2    | 2 years                                    | \$61.43                        | \$10,689.36 | 2    | 1 year                                      |                              |             | \$77.70                       | \$13,520.46 | 2    | 2 years                                     | \$83.24                        | \$14,484.45 |
| 3    | 3 years                                    | \$62.66                        | \$10,902.31 | 3    | 2 years                                     |                              |             | \$79.27                       | \$13,792.36 | 3    | 3 years                                     | \$84.92                        | \$14,775.35 |
| 4    | 4 years                                    | \$63.92                        | \$11,122.87 | 4    | 3 years                                     |                              |             | \$80.87                       | \$14,071.85 | 4    | 4 years                                     | \$86.60                        | \$15,068.16 |
| 5    | 5 years                                    | \$65.20                        | \$11,345.33 | 5    | 4 years                                     |                              |             | \$82.51                       | \$14,357.06 | 5    | 5 years                                     | \$88.37                        | \$15,376.18 |
| 6    | 6 years                                    | \$66.49                        | \$11,569.68 | 6    | 5 years                                     |                              |             | \$84.12                       | \$14,636.55 | 6    | 6 years                                     | \$90.11                        | \$15,678.49 |
| 7    | 7 years                                    | \$67.83                        | \$11,801.65 | 7    | 6 years                                     |                              |             | \$85.81                       | \$14,931.26 | 7    | 7 years                                     | \$91.93                        | \$15,996.02 |
| 8    | 8 years                                    | \$69.18                        | \$12,037.42 | 8    | 7 years                                     |                              |             | \$87.54                       | \$15,231.67 | 8    | 8 years                                     | \$93.79                        | \$16,319.24 |
| 9    | 9 years                                    | \$70.57                        | \$12,278.89 | 9    | 8 years                                     |                              |             | \$89.26                       | \$15,532.09 | 9    | 9 years                                     | \$95.62                        | \$16,638.67 |
| 10   | 10 years                                   | \$71.97                        | \$12,522.26 | 10   | 9 years                                     |                              |             | \$91.08                       | \$15,847.71 | 10   | 10 years                                    | \$97.56                        | \$16,975.21 |
| 11   | 11 years                                   | \$73.42                        | \$12,775.14 | 11   | 10 years                                    |                              |             | \$92.88                       | \$16,161.43 | 11   | 11 years                                    | \$99.47                        | \$17,307.94 |
| 12   | 15 years                                   | \$74.88                        | \$13,029.92 | 12   | 11 years                                    |                              |             | \$94.75                       | \$16,486.56 | 12   | 15 years                                    | \$101.50                       | \$17,661.59 |
| 13   | 20 years                                   | \$76.39                        | \$13,292.30 | 13   | 15 years                                    |                              |             | \$96.65                       | \$16,817.40 | 13   | 20 years                                    | \$103.94                       | \$18,085.59 |
| 14   | 25 years                                   | \$77.96                        | \$13,564.20 | 14   | 20 years                                    |                              |             | \$98.61                       | \$17,157.74 | 14   | 25 years                                    | \$105.56                       | \$18,366.99 |
| 15   | 15 years-19 years<br>+5years UC<br>service | \$79.31                        | \$13,799.96 | 15   | 25 years                                    |                              |             | \$100.56                      | \$17,498.08 | 15   | 15 years-19 years<br>+5 years UC<br>service | \$107.70                       | \$18,739.66 |
| 16   | 15 years-19 years<br>+7years UC<br>service | \$80.89                        | \$14,075.66 | 16   | 15 years-19 years<br>+5years UC<br>service  |                              |             | \$102.57                      | \$17,847.93 | 16   | 15 years-19 years<br>+7 years UC<br>service | \$109.85                       | \$19,114.22 |
| 17   | 15 years-19 years<br>+9years UC<br>service | \$82.52                        | \$14,358.96 | 17   | 15 years-19 years<br>+7 years UC<br>service |                              |             | \$104.63                      | \$18,205.38 | 17   | 15 years-19 years<br>+9 years UC<br>service | \$112.03                       | \$19,492.59 |
| 18   | 20 years<br>+10 years UC<br>service        | \$84.14                        | \$14,640.36 | 18   | 15 years-19 years<br>+9 years UC<br>service |                              |             | \$106.69                      | \$18,564.73 | 18   | 20 years<br>+10 years UC<br>service         | \$114.26                       | \$19,880.46 |
| 19   | 20 years<br>+12 years UC<br>service        | \$85.82                        | \$14,933.16 | 19   | 20 years<br>+10 years UC<br>service         |                              |             | \$108.84                      | \$18,937.40 |      |                                             |                                |             |
| 20   | 25 years<br>+15 years UC<br>service        | \$87.54                        | \$15,231.67 |      |                                             |                              |             |                               |             |      |                                             |                                |             |

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

|              | Hourly  |  | Hourly  | Hourly  |  | Hourly  |
|--------------|---------|--|---------|---------|--|---------|
| Eve          | \$3.00  |  | \$3.00  | \$3.00  |  | \$3.00  |
| Night        | \$6.00  |  | \$6.00  | \$6.00  |  | \$6.00  |
| Weekend      | \$2.75  |  | \$2.75  | \$2.50  |  | \$2.50  |
| On-Call      | \$12.00 |  | \$12.00 | \$12.00 |  | \$12.00 |
| Charge Nurse | \$2.50  |  | \$0.00  | \$0.00  |  | \$0.00  |



| UC LOS ANGELES                                            |                     |                                 |             |                        |             |      |                               |                                |             |
|-----------------------------------------------------------|---------------------|---------------------------------|-------------|------------------------|-------------|------|-------------------------------|--------------------------------|-------------|
| Effective January 2022                                    |                     |                                 |             |                        |             |      |                               |                                |             |
| Step                                                      | Years of Experience | Anesthetist Nurse Reg Grad 9134 |             | Nurse Anesthetist 9144 |             | Step | Years of Experience           | Nurse Anesthetist Sr. Nex 9143 |             |
|                                                           |                     | Hourly                          | Monthly     | Hourly                 | Monthly     |      |                               | Hourly                         | Monthly     |
| 1                                                         | <6 mos              | \$88.25                         | \$15,355.26 | \$98.79                | \$17,190.06 | 1    | 1 year                        | \$107.92                       | \$18,777.68 |
| 2                                                         | 6 mos               |                                 |             | \$100.77               | \$17,534.20 | 2    | 2 years                       | \$110.10                       | \$19,157.95 |
| 3                                                         | 1 year              |                                 |             | \$102.77               | \$17,882.15 | 3    | 3 years                       | \$112.29                       | \$19,538.22 |
| 4                                                         | 2 years             |                                 |             | \$104.87               | \$18,247.21 | 4    | 4 years                       | \$114.54                       | \$19,929.90 |
| 5                                                         | 3 years             |                                 |             | \$106.96               | \$18,610.36 | 5    | 5 years                       | \$116.86                       | \$20,332.98 |
| 6                                                         | 4 years             |                                 |             | \$109.12               | \$18,986.83 | 6    | 6 years                       | \$119.19                       | \$20,739.87 |
| 7                                                         | 5 years             |                                 |             | \$111.27               | \$19,361.40 | 7    | 7 years                       | \$121.60                       | \$21,158.17 |
| 8                                                         | 6 years             |                                 |             | \$113.50               | \$19,749.27 | 8    | 8 years                       | \$124.00                       | \$21,576.46 |
| 9                                                         | 7 years             |                                 |             | \$115.76               | \$20,142.85 | 9    | 9 years                       | \$126.47                       | \$22,006.17 |
| 10                                                        | 8 years             |                                 |             | \$118.09               | \$20,547.84 | 10   | 10 years                      | \$129.03                       | \$22,451.08 |
| 11                                                        | 9 years             |                                 |             | \$120.44               | \$20,956.62 | 11   | 11 years                      | \$131.60                       | \$22,897.90 |
| 12                                                        | 10 years            |                                 |             | \$122.84               | \$21,374.92 | 12   | 15 years                      | \$134.21                       | \$23,352.32 |
| 13                                                        | 11 years            |                                 |             | \$125.32               | \$21,806.53 | 13   | 20 years w/10years UC service | \$136.91                       | \$23,821.95 |
| 14                                                        | 15 years            | \$127.85                        | \$22,245.74 |                        |             |      |                               |                                |             |
| 15                                                        | 20 years            | \$130.43                        | \$22,694.45 |                        |             |      |                               |                                |             |
| Shift Differential, On-Call and Charge Nurse Differential |                     |                                 |             |                        |             |      |                               |                                |             |
|                                                           |                     | Hourly                          |             | Hourly                 |             |      |                               | Hourly                         |             |
|                                                           | Eve                 | \$3.00                          |             | \$3.00                 |             |      |                               | \$3.00                         |             |
|                                                           | Night               | \$6.00                          |             | \$6.00                 |             |      |                               | \$6.00                         |             |
|                                                           | Weekend             | \$2.75                          |             | \$2.75                 |             |      |                               | \$2.75                         |             |
|                                                           | On-Call             | \$12.00                         |             | \$12.00                |             |      |                               | \$12.00                        |             |
|                                                           | Charge Nurse        | \$0.00                          |             | \$0.00                 |             |      |                               | \$0.00                         |             |

| UC LOS ANGELES                                            |                            |                                    |                                       |                                        |                                       |                                          |
|-----------------------------------------------------------|----------------------------|------------------------------------|---------------------------------------|----------------------------------------|---------------------------------------|------------------------------------------|
| Effective January 2022                                    |                            |                                    |                                       |                                        |                                       |                                          |
| Step                                                      | Nurse,<br>Per Diem<br>9119 | Resource<br>Per Diem Nurse<br>9123 | Home Health Nurse<br>Per Diem<br>9114 | Nurse Practitioner<br>Per Diem<br>9160 | Nurse Anesthetist<br>Per Diem<br>9122 | Nurse Anesthetist Sr<br>Per Diem<br>9121 |
|                                                           | Hourly                     | Hourly                             | Hourly                                | Hourly                                 | Hourly                                | Hourly                                   |
| 1                                                         | \$78.59                    | \$94.77                            | \$64.12                               | \$80.38                                | \$92.72                               | \$122.06                                 |
| Shift Differential, On-Call and Charge Nurse Differential |                            |                                    |                                       |                                        |                                       |                                          |
|                                                           | Hourly                     | Hourly                             | Hourly                                | Hourly                                 | Hourly                                | Hourly                                   |
| Eve                                                       | \$3.00                     | \$3.00                             | \$3.00                                | \$3.00                                 | \$3.00                                | \$3.00                                   |
| Night                                                     | \$6.00                     | \$6.00                             | \$6.00                                | \$6.00                                 | \$6.00                                | \$6.00                                   |
| Weekend                                                   | \$2.75                     | \$2.75                             | \$2.75                                | \$2.75                                 | \$2.75                                | \$2.75                                   |
| On-Call                                                   | \$12.00                    | \$12.00                            | \$12.00                               | \$12.00                                | \$10.50                               | \$12.00                                  |
| Charge Nurse                                              | \$2.50                     | \$2.50                             | \$0.00                                | \$0.00                                 | \$0.00                                | \$0.00                                   |

**UC MERCED**  
**Effective December 2018**

| Step                                                             | Years of Experience | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse Practitioner I<br>9148 |            | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Practitioner,<br>Per Diem<br>9160 |
|------------------------------------------------------------------|---------------------|----------------------------|-------------|-----------------------------|-------------|------------------------------|------------|-------------------------------|-------------|--------------------------------|-------------|-----------------------------------------|
|                                                                  |                     | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                       | Monthly    | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                                  |
| 1                                                                | <1 yr               | \$48.74                    | \$8,480.76  | \$51.17                     | \$8,903.58  | \$49.79                      | \$8,663.46 | \$50.81                       | \$8,840.94  | \$55.14                        | \$9,594.36  | \$59.04                                 |
| 2                                                                | 1 yr <2 yrs         | \$49.71                    | \$8,649.54  | \$52.19                     | \$9,081.06  |                              |            | \$51.81                       | \$9,014.94  | \$56.26                        | \$9,789.24  |                                         |
| 3                                                                | 2 yrs < 3 yrs       | \$50.70                    | \$8,821.80  | \$53.25                     | \$9,265.50  |                              |            | \$52.83                       | \$9,192.42  | \$57.39                        | \$9,985.86  |                                         |
| 4                                                                | 3 yrs < 4 yrs       | \$51.73                    | \$9,001.02  | \$54.30                     | \$9,448.20  |                              |            | \$53.89                       | \$9,376.86  | \$58.50                        | \$10,179.00 |                                         |
| 5                                                                | 4 yrs < 5 yrs       | \$52.76                    | \$9,180.24  | \$55.39                     | \$9,637.86  |                              |            | \$54.99                       | \$9,568.26  | \$59.69                        | \$10,386.06 |                                         |
| 6                                                                | 5 yrs < 6 yrs       | \$53.82                    | \$9,364.68  | \$56.51                     | \$9,832.74  |                              |            | \$56.06                       | \$9,754.44  | \$60.87                        | \$10,591.38 |                                         |
| 7                                                                | 6 yrs < 7 yrs       | \$54.88                    | \$9,549.12  | \$57.62                     | \$10,025.88 |                              |            | \$57.20                       | \$9,952.80  | \$62.11                        | \$10,807.14 |                                         |
| 8                                                                | 7 yrs < 8 yrs       | \$55.98                    | \$9,740.52  | \$58.79                     | \$10,229.46 |                              |            | \$58.34                       | \$10,151.16 | \$63.35                        | \$11,022.90 |                                         |
| 9                                                                | 8 yrs < 9 yrs       | \$57.09                    | \$9,933.66  | \$60.04                     | \$10,446.96 |                              |            | \$59.51                       | \$10,354.74 | \$64.59                        | \$11,238.66 |                                         |
| 10                                                               | 9 yrs < 10 yrs      | \$58.22                    | \$10,130.28 | \$61.16                     | \$10,641.84 |                              |            | \$60.69                       | \$10,560.06 | \$65.92                        | \$11,470.08 |                                         |
| 11                                                               | 10 yrs < 11 yrs     | \$59.41                    | \$10,337.34 | \$62.38                     | \$10,854.12 |                              |            | \$61.89                       | \$10,768.86 | \$67.21                        | \$11,694.54 |                                         |
| 12                                                               | 11 yrs < 12 yrs     | \$60.58                    | \$10,540.92 | \$63.62                     | \$11,069.88 |                              |            | \$63.15                       | \$10,988.10 | \$68.57                        | \$11,931.18 |                                         |
| 13                                                               | 12 yrs < 13 yrs     | \$61.80                    | \$10,753.20 | \$64.89                     | \$11,290.86 |                              |            | \$64.41                       | \$11,207.34 | \$69.93                        | \$12,167.82 |                                         |
| 14                                                               | 13 yrs < 14 yrs     | \$63.03                    | \$10,967.22 | \$66.20                     | \$11,518.80 |                              |            | \$65.69                       | \$11,430.06 | \$71.34                        | \$12,413.16 |                                         |
| 15                                                               | ≥ 14 yrs            | \$64.29                    | \$11,186.46 | \$67.50                     | \$11,745.00 |                              |            | \$67.00                       | \$11,658.00 | \$72.77                        | \$12,661.98 |                                         |
| 16                                                               |                     |                            |             | \$68.25                     | \$11,875.50 |                              |            |                               |             |                                |             |                                         |
| 17                                                               |                     |                            |             | \$69.61                     | \$12,112.14 |                              |            |                               |             |                                |             |                                         |
| 18                                                               |                     |                            |             | \$71.02                     | \$12,357.48 |                              |            |                               |             |                                |             |                                         |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                            |             |                             |             |                              |            |                               |             |                                |             |                                         |
|                                                                  |                     | <b>Hourly</b>              |             | <b>Hourly</b>               |             |                              |            | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>                           |
|                                                                  | <b>Eve</b>          | \$2.75                     |             | \$2.75                      |             |                              |            | \$2.40                        |             | \$2.40                         |             | \$2.40                                  |
|                                                                  | <b>Night</b>        | \$4.75                     |             | \$4.75                      |             |                              |            | \$4.30                        |             | \$4.30                         |             | \$4.30                                  |
|                                                                  | <b>Weekend</b>      | \$1.60                     |             | \$1.60                      |             |                              |            | \$1.00                        |             | \$1.00                         |             | \$1.00                                  |
|                                                                  | <b>On-Call</b>      | \$9.00                     |             | \$9.00                      |             |                              |            | \$7.00                        |             | \$7.00                         |             | \$7.00                                  |
|                                                                  | <b>Charge Nurse</b> | -                          |             | -                           |             |                              |            | -                             |             | -                              |             | -                                       |

**UC MERCED**  
Effective January 2019

| Step                                                             | Years of Experience | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse Practitioner I<br>9148 |            | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Practitioner,<br>Per Diem<br>9160 |
|------------------------------------------------------------------|---------------------|----------------------------|-------------|-----------------------------|-------------|------------------------------|------------|-------------------------------|-------------|--------------------------------|-------------|-----------------------------------------|
|                                                                  |                     | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                       | Monthly    | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                                  |
| 1                                                                | <1 yr               | \$50.20                    | \$8,734.80  | \$52.71                     | \$9,171.54  | \$51.28                      | \$8,922.72 | \$52.33                       | \$9,105.42  | \$56.79                        | \$9,881.46  | \$60.81                                 |
| 2                                                                | 1 yr <2 yrs         | \$51.20                    | \$8,908.80  | \$53.76                     | \$9,354.24  |                              |            | \$53.36                       | \$9,284.64  | \$57.95                        | \$10,083.30 |                                         |
| 3                                                                | 2 yrs < 3 yrs       | \$52.22                    | \$9,086.28  | \$54.85                     | \$9,543.90  |                              |            | \$54.41                       | \$9,467.34  | \$59.11                        | \$10,285.14 |                                         |
| 4                                                                | 3 yrs < 4 yrs       | \$53.28                    | \$9,270.72  | \$55.93                     | \$9,731.82  |                              |            | \$55.51                       | \$9,658.74  | \$60.26                        | \$10,485.24 |                                         |
| 5                                                                | 4 yrs < 5 yrs       | \$54.34                    | \$9,455.16  | \$57.05                     | \$9,926.70  |                              |            | \$56.64                       | \$9,855.36  | \$61.48                        | \$10,697.52 |                                         |
| 6                                                                | 5 yrs < 6 yrs       | \$55.43                    | \$9,644.82  | \$58.21                     | \$10,128.54 |                              |            | \$57.74                       | \$10,046.76 | \$62.70                        | \$10,909.80 |                                         |
| 7                                                                | 6 yrs < 7 yrs       | \$56.53                    | \$9,836.22  | \$59.35                     | \$10,326.90 |                              |            | \$58.92                       | \$10,252.08 | \$63.97                        | \$11,130.78 |                                         |
| 8                                                                | 7 yrs < 8 yrs       | \$57.66                    | \$10,032.84 | \$60.55                     | \$10,535.70 |                              |            | \$60.09                       | \$10,455.66 | \$65.25                        | \$11,353.50 |                                         |
| 9                                                                | 8 yrs < 9 yrs       | \$58.80                    | \$10,231.20 | \$61.84                     | \$10,760.16 |                              |            | \$61.30                       | \$10,666.20 | \$66.53                        | \$11,576.22 |                                         |
| 10                                                               | 9 yrs < 10 yrs      | \$59.97                    | \$10,434.78 | \$62.99                     | \$10,960.26 |                              |            | \$62.51                       | \$10,876.74 | \$67.90                        | \$11,814.60 |                                         |
| 11                                                               | 10 yrs < 11 yrs     | \$61.19                    | \$10,647.06 | \$64.25                     | \$11,179.50 |                              |            | \$63.75                       | \$11,092.50 | \$69.23                        | \$12,046.02 |                                         |
| 12                                                               | 11 yrs < 12 yrs     | \$62.40                    | \$10,857.60 | \$65.53                     | \$11,402.22 |                              |            | \$65.04                       | \$11,316.96 | \$70.63                        | \$12,289.62 |                                         |
| 13                                                               | 12 yrs < 13 yrs     | \$63.65                    | \$11,075.10 | \$66.84                     | \$11,630.16 |                              |            | \$66.34                       | \$11,543.16 | \$72.03                        | \$12,533.22 |                                         |
| 14                                                               | 13 yrs < 14 yrs     | \$64.92                    | \$11,296.08 | \$68.19                     | \$11,865.06 |                              |            | \$67.66                       | \$11,772.84 | \$73.48                        | \$12,785.52 |                                         |
| 15                                                               | ≥ 14 yrs            | \$66.22                    | \$11,522.28 | \$69.53                     | \$12,098.22 |                              |            | \$69.01                       | \$12,007.74 | \$74.95                        | \$13,041.30 |                                         |
| 16                                                               |                     |                            |             | \$70.30                     | \$12,232.20 |                              |            |                               |             |                                |             |                                         |
| 17                                                               |                     |                            |             | \$71.70                     | \$12,475.80 |                              |            |                               |             |                                |             |                                         |
| 18                                                               |                     |                            |             | \$73.15                     | \$12,728.10 |                              |            |                               |             |                                |             |                                         |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                            |             |                             |             |                              |            |                               |             |                                |             |                                         |
|                                                                  |                     | <b>Hourly</b>              |             | <b>Hourly</b>               |             |                              |            | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>                           |
|                                                                  | <b>Eve</b>          | \$2.75                     |             | \$2.75                      |             |                              |            | \$2.40                        |             | \$2.40                         |             | \$2.40                                  |
|                                                                  | <b>Night</b>        | \$4.75                     |             | \$4.75                      |             |                              |            | \$4.30                        |             | \$4.30                         |             | \$4.30                                  |
|                                                                  | <b>Weekend</b>      | \$1.60                     |             | \$1.60                      |             |                              |            | \$1.00                        |             | \$1.00                         |             | \$1.00                                  |
|                                                                  | <b>On-Call</b>      | \$9.00                     |             | \$9.00                      |             |                              |            | \$7.00                        |             | \$7.00                         |             | \$7.00                                  |
|                                                                  | <b>Charge Nurse</b> | -                          |             | -                           |             |                              |            | -                             |             | -                              |             | -                                       |

**UC MERCED**  
**Effective January 2020**

| Step                                                             | Years of Experience | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse Practitioner I<br>9148 |            | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Practitioner,<br>Per Diem<br>9160 |
|------------------------------------------------------------------|---------------------|----------------------------|-------------|-----------------------------|-------------|------------------------------|------------|-------------------------------|-------------|--------------------------------|-------------|-----------------------------------------|
|                                                                  |                     | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                       | Monthly    | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                                  |
| 1                                                                | <1 yr               | \$51.71                    | \$8,996.84  | \$54.29                     | \$9,446.69  | \$52.82                      | \$9,190.40 | \$53.90                       | \$9,378.58  | \$58.49                        | \$10,177.90 | \$62.63                                 |
| 2                                                                | 1 yr < 2 yrs        | \$52.74                    | \$9,176.06  | \$55.37                     | \$9,634.87  |                              |            | \$54.96                       | \$9,563.18  | \$59.69                        | \$10,385.80 |                                         |
| 3                                                                | 2 yrs < 3 yrs       | \$53.79                    | \$9,358.87  | \$56.50                     | \$9,830.22  |                              |            | \$56.04                       | \$9,751.36  | \$60.88                        | \$10,593.69 |                                         |
| 4                                                                | 3 yrs < 4 yrs       | \$54.88                    | \$9,548.84  | \$57.61                     | \$10,023.77 |                              |            | \$57.18                       | \$9,948.50  | \$62.07                        | \$10,799.80 |                                         |
| 5                                                                | 4 yrs < 5 yrs       | \$55.97                    | \$9,738.81  | \$58.76                     | \$10,224.50 |                              |            | \$58.34                       | \$10,151.02 | \$63.32                        | \$11,018.45 |                                         |
| 6                                                                | 5 yrs < 6 yrs       | \$57.09                    | \$9,934.16  | \$59.96                     | \$10,432.40 |                              |            | \$59.47                       | \$10,348.16 | \$64.58                        | \$11,237.09 |                                         |
| 7                                                                | 6 yrs < 7 yrs       | \$58.23                    | \$10,131.31 | \$61.13                     | \$10,636.71 |                              |            | \$60.69                       | \$10,559.64 | \$65.89                        | \$11,464.70 |                                         |
| 8                                                                | 7 yrs < 8 yrs       | \$59.39                    | \$10,333.83 | \$62.37                     | \$10,851.77 |                              |            | \$61.89                       | \$10,769.33 | \$67.21                        | \$11,694.11 |                                         |
| 9                                                                | 8 yrs < 9 yrs       | \$60.56                    | \$10,538.14 | \$63.70                     | \$11,082.96 |                              |            | \$63.14                       | \$10,986.19 | \$68.53                        | \$11,923.51 |                                         |
| 10                                                               | 9 yrs < 10 yrs      | \$61.77                    | \$10,747.82 | \$64.88                     | \$11,289.07 |                              |            | \$64.39                       | \$11,203.04 | \$69.94                        | \$12,169.04 |                                         |
| 11                                                               | 10 yrs < 11 yrs     | \$63.03                    | \$10,966.47 | \$66.18                     | \$11,514.89 |                              |            | \$65.66                       | \$11,425.28 | \$71.31                        | \$12,407.40 |                                         |
| 12                                                               | 11 yrs < 12 yrs     | \$64.27                    | \$11,183.33 | \$67.50                     | \$11,744.29 |                              |            | \$66.99                       | \$11,656.47 | \$72.75                        | \$12,658.31 |                                         |
| 13                                                               | 12 yrs < 13 yrs     | \$65.56                    | \$11,407.35 | \$68.85                     | \$11,979.06 |                              |            | \$68.33                       | \$11,889.45 | \$74.19                        | \$12,909.22 |                                         |
| 14                                                               | 13 yrs < 14 yrs     | \$66.87                    | \$11,634.96 | \$70.24                     | \$12,221.01 |                              |            | \$69.69                       | \$12,126.03 | \$75.68                        | \$13,169.09 |                                         |
| 15                                                               | ≥ 14 yrs            | \$68.21                    | \$11,867.95 | \$71.62                     | \$12,461.17 |                              |            | \$71.08                       | \$12,367.97 | \$77.20                        | \$13,432.54 |                                         |
| 16                                                               |                     |                            |             | \$72.41                     | \$12,599.17 |                              |            |                               |             |                                |             |                                         |
| 17                                                               |                     |                            |             | \$73.85                     | \$12,850.07 |                              |            |                               |             |                                |             |                                         |
| 18                                                               |                     |                            |             | \$75.34                     | \$13,109.94 |                              |            |                               |             |                                |             |                                         |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                            |             |                             |             |                              |            |                               |             |                                |             |                                         |
|                                                                  |                     | <b>Hourly</b>              |             | <b>Hourly</b>               |             |                              |            | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>                           |
|                                                                  | <b>Eve</b>          | \$2.75                     |             | \$2.75                      |             |                              |            | \$2.40                        |             | \$2.40                         |             | \$2.40                                  |
|                                                                  | <b>Night</b>        | \$4.75                     |             | \$4.75                      |             |                              |            | \$4.30                        |             | \$4.30                         |             | \$4.30                                  |
|                                                                  | <b>Weekend</b>      | \$1.60                     |             | \$1.60                      |             |                              |            | \$1.00                        |             | \$1.00                         |             | \$1.00                                  |
|                                                                  | <b>On-Call</b>      | \$9.00                     |             | \$9.00                      |             |                              |            | \$7.00                        |             | \$7.00                         |             | \$7.00                                  |
|                                                                  | <b>Charge Nurse</b> | -                          |             | -                           |             |                              |            | -                             |             | -                              |             | -                                       |

**UC MERCED**  
**Effective January 2021**

| Step                                                             | Years of Experience | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse Practitioner I<br>9148 |            | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Practitioner,<br>Per Diem<br>9160 |
|------------------------------------------------------------------|---------------------|----------------------------|-------------|-----------------------------|-------------|------------------------------|------------|-------------------------------|-------------|--------------------------------|-------------|-----------------------------------------|
|                                                                  |                     | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                       | Monthly    | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                                  |
| 1                                                                | <1 yr               | \$53.26                    | \$9,266.75  | \$55.92                     | \$9,730.09  | \$54.40                      | \$9,466.11 | \$55.52                       | \$9,659.94  | \$60.25                        | \$10,483.24 | \$64.51                                 |
| 2                                                                | 1 yr <2 yrs         | \$54.32                    | \$9,451.35  | \$57.03                     | \$9,923.91  |                              |            | \$56.61                       | \$9,850.07  | \$61.48                        | \$10,697.37 |                                         |
| 3                                                                | 2 yrs < 3 yrs       | \$55.40                    | \$9,639.63  | \$58.19                     | \$10,125.12 |                              |            | \$57.72                       | \$10,043.90 | \$62.71                        | \$10,911.51 |                                         |
| 4                                                                | 3 yrs < 4 yrs       | \$56.52                    | \$9,835.31  | \$59.34                     | \$10,324.49 |                              |            | \$58.89                       | \$10,246.96 | \$63.93                        | \$11,123.79 |                                         |
| 5                                                                | 4 yrs < 5 yrs       | \$57.65                    | \$10,030.98 | \$60.52                     | \$10,531.24 |                              |            | \$60.09                       | \$10,455.55 | \$65.22                        | \$11,349.00 |                                         |
| 6                                                                | 5 yrs < 6 yrs       | \$58.81                    | \$10,232.19 | \$61.75                     | \$10,745.37 |                              |            | \$61.26                       | \$10,658.61 | \$66.52                        | \$11,574.21 |                                         |
| 7                                                                | 6 yrs < 7 yrs       | \$59.97                    | \$10,435.25 | \$62.96                     | \$10,955.81 |                              |            | \$62.51                       | \$10,876.43 | \$67.87                        | \$11,808.64 |                                         |
| 8                                                                | 7 yrs < 8 yrs       | \$61.17                    | \$10,643.84 | \$64.24                     | \$11,177.32 |                              |            | \$63.75                       | \$11,092.41 | \$69.22                        | \$12,044.93 |                                         |
| 9                                                                | 8 yrs < 9 yrs       | \$62.38                    | \$10,854.28 | \$65.61                     | \$11,415.45 |                              |            | \$65.03                       | \$11,315.77 | \$70.58                        | \$12,281.21 |                                         |
| 10                                                               | 9 yrs < 10 yrs      | \$63.62                    | \$11,070.26 | \$66.83                     | \$11,627.74 |                              |            | \$66.32                       | \$11,539.13 | \$72.04                        | \$12,534.11 |                                         |
| 11                                                               | 10 yrs < 11 yrs     | \$64.92                    | \$11,295.47 | \$68.16                     | \$11,860.33 |                              |            | \$67.63                       | \$11,768.03 | \$73.45                        | \$12,779.62 |                                         |
| 12                                                               | 11 yrs < 12 yrs     | \$66.20                    | \$11,518.83 | \$69.52                     | \$12,096.62 |                              |            | \$69.00                       | \$12,006.16 | \$74.93                        | \$13,038.06 |                                         |
| 13                                                               | 12 yrs < 13 yrs     | \$67.53                    | \$11,749.57 | \$70.91                     | \$12,338.44 |                              |            | \$70.38                       | \$12,246.14 | \$76.42                        | \$13,296.49 |                                         |
| 14                                                               | 13 yrs < 14 yrs     | \$68.87                    | \$11,984.01 | \$72.34                     | \$12,587.64 |                              |            | \$71.78                       | \$12,489.81 | \$77.95                        | \$13,564.16 |                                         |
| 15                                                               | ≥ 14 yrs            | \$70.25                    | \$12,223.99 | \$73.76                     | \$12,835.00 |                              |            | \$73.21                       | \$12,739.01 | \$79.51                        | \$13,835.52 |                                         |
| 16                                                               |                     |                            |             | \$74.58                     | \$12,977.14 |                              |            |                               |             |                                |             |                                         |
| 17                                                               |                     |                            |             | \$76.07                     | \$13,235.58 |                              |            |                               |             |                                |             |                                         |
| 18                                                               |                     |                            |             | \$77.60                     | \$13,503.24 |                              |            |                               |             |                                |             |                                         |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                            |             |                             |             |                              |            |                               |             |                                |             |                                         |
|                                                                  |                     | <b>Hourly</b>              |             | <b>Hourly</b>               |             |                              |            | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>                           |
|                                                                  | <b>Eve</b>          | \$2.75                     |             | \$2.75                      |             |                              |            | \$2.40                        |             | \$2.40                         |             | \$2.40                                  |
|                                                                  | <b>Night</b>        | \$4.75                     |             | \$4.75                      |             |                              |            | \$4.30                        |             | \$4.30                         |             | \$4.30                                  |
|                                                                  | <b>Weekend</b>      | \$1.60                     |             | \$1.60                      |             |                              |            | \$1.00                        |             | \$1.00                         |             | \$1.00                                  |
|                                                                  | <b>On-Call</b>      | \$9.00                     |             | \$9.00                      |             |                              |            | \$7.00                        |             | \$7.00                         |             | \$7.00                                  |
|                                                                  | <b>Charge Nurse</b> | -                          |             | -                           |             |                              |            | -                             |             | -                              |             | -                                       |

**UC MERCED**  
Effective January 2022

| Step                                                             | Years of Experience | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse Practitioner I<br>9148 |            | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Practitioner,<br>Per Diem<br>9160 |
|------------------------------------------------------------------|---------------------|----------------------------|-------------|-----------------------------|-------------|------------------------------|------------|-------------------------------|-------------|--------------------------------|-------------|-----------------------------------------|
|                                                                  |                     | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                       | Monthly    | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                                  |
| 1                                                                | <1 yr               | \$54.85                    | \$9,544.75  | \$57.60                     | \$10,021.99 | \$56.04                      | \$9,750.10 | \$57.18                       | \$9,949.74  | \$62.06                        | \$10,797.74 | \$66.45                                 |
| 2                                                                | 1 yr <2 yrs         | \$55.95                    | \$9,734.89  | \$58.75                     | \$10,221.63 |                              |            | \$58.31                       | \$10,145.58 | \$63.32                        | \$11,018.29 |                                         |
| 3                                                                | 2 yrs < 3 yrs       | \$57.06                    | \$9,928.82  | \$59.94                     | \$10,428.88 |                              |            | \$59.46                       | \$10,345.22 | \$64.59                        | \$11,238.85 |                                         |
| 4                                                                | 3 yrs < 4 yrs       | \$58.22                    | \$10,130.37 | \$61.12                     | \$10,634.22 |                              |            | \$60.66                       | \$10,554.37 | \$65.85                        | \$11,457.50 |                                         |
| 5                                                                | 4 yrs < 5 yrs       | \$59.38                    | \$10,331.91 | \$62.34                     | \$10,847.17 |                              |            | \$61.89                       | \$10,769.22 | \$67.18                        | \$11,689.47 |                                         |
| 6                                                                | 5 yrs < 6 yrs       | \$60.57                    | \$10,539.16 | \$63.61                     | \$11,067.73 |                              |            | \$63.09                       | \$10,978.37 | \$68.51                        | \$11,921.43 |                                         |
| 7                                                                | 6 yrs < 7 yrs       | \$61.77                    | \$10,748.30 | \$64.85                     | \$11,284.48 |                              |            | \$64.38                       | \$11,202.72 | \$69.90                        | \$12,162.90 |                                         |
| 8                                                                | 7 yrs < 8 yrs       | \$63.01                    | \$10,963.16 | \$66.16                     | \$11,512.64 |                              |            | \$65.66                       | \$11,425.18 | \$71.30                        | \$12,406.28 |                                         |
| 9                                                                | 8 yrs < 9 yrs       | \$64.25                    | \$11,179.91 | \$67.57                     | \$11,757.92 |                              |            | \$66.98                       | \$11,655.24 | \$72.70                        | \$12,649.65 |                                         |
| 10                                                               | 9 yrs < 10 yrs      | \$65.53                    | \$11,402.37 | \$68.83                     | \$11,976.57 |                              |            | \$68.31                       | \$11,885.31 | \$74.20                        | \$12,910.13 |                                         |
| 11                                                               | 10 yrs < 11 yrs     | \$66.86                    | \$11,634.33 | \$70.21                     | \$12,216.14 |                              |            | \$69.66                       | \$12,121.07 | \$75.65                        | \$13,163.01 |                                         |
| 12                                                               | 11 yrs < 12 yrs     | \$68.19                    | \$11,864.39 | \$71.61                     | \$12,459.51 |                              |            | \$71.07                       | \$12,366.35 | \$77.18                        | \$13,429.20 |                                         |
| 13                                                               | 12 yrs < 13 yrs     | \$69.55                    | \$12,102.06 | \$73.04                     | \$12,708.59 |                              |            | \$72.49                       | \$12,613.52 | \$78.71                        | \$13,695.39 |                                         |
| 14                                                               | 13 yrs < 14 yrs     | \$70.94                    | \$12,343.53 | \$74.51                     | \$12,965.27 |                              |            | \$73.93                       | \$12,864.50 | \$80.29                        | \$13,971.08 |                                         |
| 15                                                               | ≥ 14 yrs            | \$72.36                    | \$12,590.71 | \$75.98                     | \$13,220.05 |                              |            | \$75.41                       | \$13,121.18 | \$81.90                        | \$14,250.58 |                                         |
| 16                                                               |                     |                            |             | \$76.82                     | \$13,366.46 |                              |            |                               |             |                                |             |                                         |
| 17                                                               |                     |                            |             | \$78.35                     | \$13,632.64 |                              |            |                               |             |                                |             |                                         |
| 18                                                               |                     |                            |             | \$79.93                     | \$13,908.34 |                              |            |                               |             |                                |             |                                         |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                            |             |                             |             |                              |            |                               |             |                                |             |                                         |
|                                                                  |                     | <b>Hourly</b>              |             | <b>Hourly</b>               |             |                              |            | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>                           |
|                                                                  | <b>Eve</b>          | \$2.75                     |             | \$2.75                      |             |                              |            | \$2.40                        |             | \$2.40                         |             | \$2.40                                  |
|                                                                  | <b>Night</b>        | \$4.75                     |             | \$4.75                      |             |                              |            | \$4.30                        |             | \$4.30                         |             | \$4.30                                  |
|                                                                  | <b>Weekend</b>      | \$1.60                     |             | \$1.60                      |             |                              |            | \$1.00                        |             | \$1.00                         |             | \$1.00                                  |
|                                                                  | <b>On-Call</b>      | \$9.00                     |             | \$9.00                      |             |                              |            | \$7.00                        |             | \$7.00                         |             | \$7.00                                  |
|                                                                  | <b>Charge Nurse</b> | -                          |             | -                           |             |                              |            | -                             |             | -                              |             | -                                       |

**UC RIVERSIDE**  
Effective December 2018

| Step                                                             | Years of Experience | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |            | Nurse, Clinical III<br>9138 |            | Step | Years of Experience | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse, Per Diem<br>9119 | Nurse Practitioner -<br>Per Diem<br>9160 |
|------------------------------------------------------------------|---------------------|---------------------------|------------|----------------------------|------------|-----------------------------|------------|------|---------------------|-------------------------------|-------------|--------------------------------|-------------|-------------------------|------------------------------------------|
|                                                                  |                     | Hourly                    | Monthly    | Hourly                     | Monthly    | Hourly                      | Monthly    |      |                     | Hourly                        | Monthly     | Hourly                         | Hourly      |                         |                                          |
|                                                                  | < 6 mos             | \$28.66                   | \$4,986.84 |                            |            |                             |            |      |                     |                               |             |                                |             |                         |                                          |
| 1                                                                | 6 mos               |                           |            | \$35.05                    | \$6,098.70 | \$38.46                     | \$6,692.04 | 1    | 6 mos               | \$42.90                       | \$7,464.60  | \$45.06                        | \$7,840.44  | \$48.85                 | \$71.61                                  |
| 2                                                                | 1.5 yrs             |                           |            | \$35.76                    | \$6,222.24 | \$39.20                     | \$6,820.80 | 2    | 1.5 yrs             | \$43.75                       | \$7,612.50  | \$45.97                        | \$7,998.78  |                         |                                          |
| 3                                                                | 2.5 yrs             |                           |            | \$36.46                    | \$6,344.04 | \$40.01                     | \$6,961.74 | 3    | 2.5 yrs             | \$44.66                       | \$7,770.84  | \$46.90                        | \$8,160.60  |                         |                                          |
| 4                                                                | 3.5 yrs             |                           |            | \$37.19                    | \$6,471.06 | \$40.78                     | \$7,095.72 | 4    | 3.5 yrs             | \$45.53                       | \$7,922.22  | \$47.83                        | \$8,322.42  |                         |                                          |
| 5                                                                | 4.5 yrs             |                           |            | \$37.95                    | \$6,603.30 | \$41.60                     | \$7,238.40 | 5    | 4.5 yrs             | \$46.45                       | \$8,082.30  | \$48.77                        | \$8,485.98  |                         |                                          |
| 6                                                                | 5.5 yrs             |                           |            | \$38.71                    | \$6,735.54 | \$42.44                     | \$7,384.56 | 6    | 5.5 yrs             | \$47.38                       | \$8,244.12  | \$49.75                        | \$8,656.50  |                         |                                          |
| 7                                                                | 6.5 yrs             |                           |            | \$39.48                    | \$6,869.52 | \$43.28                     | \$7,530.72 | 7    | 6.5 yrs             | \$48.35                       | \$8,412.90  | \$50.74                        | \$8,828.76  |                         |                                          |
| 8                                                                | 7.5 yrs             |                           |            | \$40.29                    | \$7,010.46 | \$44.17                     | \$7,685.58 | 8    | 7.5 yrs             | \$49.29                       | \$8,576.46  | \$51.76                        | \$9,006.24  |                         |                                          |
| 9                                                                | 8.5 yrs             |                           |            | \$41.07                    | \$7,146.18 | \$45.05                     | \$7,838.70 | 9    | 8.5 yrs             | \$50.31                       | \$8,753.94  | \$52.80                        | \$9,187.20  |                         |                                          |
| 10                                                               | 10.5 yrs            |                           |            | \$41.89                    | \$7,288.86 | \$45.97                     | \$7,998.78 | 10   | 9.5 yrs             | \$51.27                       | \$8,920.98  | \$53.85                        | \$9,369.90  |                         |                                          |
| 11                                                               | 12.5 yrs            |                           |            | \$42.75                    | \$7,438.50 | \$46.87                     | \$8,155.38 | 11   | 10.5 yrs            | \$52.31                       | \$9,101.94  | \$54.91                        | \$9,554.34  |                         |                                          |
| 12                                                               | 15.5 yrs            |                           |            | \$43.58                    | \$7,582.92 | \$47.82                     | \$8,320.68 | 12   | 12.5 yrs            | \$53.35                       | \$9,282.90  | \$56.00                        | \$9,744.00  |                         |                                          |
| 13                                                               | 18.5 yrs            |                           |            | \$44.48                    | \$7,739.52 | \$48.75                     | \$8,482.50 | 13   | 14.5 yrs            | \$54.43                       | \$9,470.82  | \$57.14                        | \$9,942.36  |                         |                                          |
| 14                                                               | 21.5 yrs            |                           |            | \$45.36                    | \$7,892.64 | \$49.74                     | \$8,654.76 | 14   | 16.5 yrs            | \$55.51                       | \$9,658.74  | \$58.28                        | \$10,140.72 |                         |                                          |
| 15                                                               | 25 yrs              |                           |            | \$46.27                    | \$8,050.98 | \$50.73                     | \$8,827.02 | 15   | 18.5 yrs            | \$56.60                       | \$9,848.40  | \$59.44                        | \$10,342.56 |                         |                                          |
| 16                                                               | ≥28 yrs             |                           |            | \$47.18                    | \$8,209.32 | \$51.75                     | \$9,004.50 | 16   | 21.5 yrs            | \$57.75                       | \$10,048.50 | \$60.63                        | \$10,549.62 |                         |                                          |
|                                                                  |                     |                           |            |                            |            |                             |            | 17   | 25 yrs              | \$58.90                       | \$10,248.60 | \$61.85                        | \$10,761.90 |                         |                                          |
|                                                                  |                     |                           |            |                            |            |                             |            | 18   | ≥28 yrs             | \$60.07                       | \$10,452.18 | \$63.10                        | \$10,979.40 |                         |                                          |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                           |            |                            |            |                             |            |      |                     |                               |             |                                |             |                         |                                          |
|                                                                  |                     | <b>Hourly</b>             |            | <b>Hourly</b>              |            | <b>Hourly</b>               |            |      |                     | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>           |                                          |
|                                                                  | Eve                 | -                         |            | -                          |            | -                           |            |      |                     | -                             |             | -                              |             | -                       |                                          |
|                                                                  | Night               | -                         |            | -                          |            | -                           |            |      |                     | -                             |             | -                              |             | -                       |                                          |
|                                                                  | Weekend             | -                         |            | -                          |            | -                           |            |      |                     | -                             |             | -                              |             | -                       |                                          |
|                                                                  | On-Call             | -                         |            | -                          |            | -                           |            |      |                     | -                             |             | -                              |             | -                       |                                          |
|                                                                  | Charge Nurse        | -                         |            | -                          |            | -                           |            |      |                     | -                             |             | -                              |             | -                       |                                          |



**UC RIVERSIDE**  
Effective January 2019

| Step                                                             | Years of Experience | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |            | Nurse, Clinical III<br>9138 |            | Step | Years of Experience | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse, Per Diem<br>9119 | Nurse Practitioner -<br>Per Diem<br>9160 |
|------------------------------------------------------------------|---------------------|---------------------------|------------|----------------------------|------------|-----------------------------|------------|------|---------------------|-------------------------------|-------------|--------------------------------|-------------|-------------------------|------------------------------------------|
|                                                                  |                     | Hourly                    | Monthly    | Hourly                     | Monthly    | Hourly                      | Monthly    |      |                     | Hourly                        | Monthly     | Hourly                         | Hourly      |                         |                                          |
|                                                                  | < 6 mos             | \$29.52                   | \$5,136.48 |                            |            |                             |            |      |                     |                               |             |                                |             |                         |                                          |
| 1                                                                | 6 mos               |                           |            | \$36.10                    | \$6,281.40 | \$39.61                     | \$6,892.14 | 1    | 6 mos               | \$44.19                       | \$7,689.06  | \$46.41                        | \$8,075.34  | \$50.32                 | \$73.76                                  |
| 2                                                                | 1.5 yrs             |                           |            | \$36.83                    | \$6,408.42 | \$40.38                     | \$7,026.12 | 2    | 1.5 yrs             | \$45.06                       | \$7,840.44  | \$47.35                        | \$8,238.90  |                         |                                          |
| 3                                                                | 2.5 yrs             |                           |            | \$37.55                    | \$6,533.70 | \$41.21                     | \$7,170.54 | 3    | 2.5 yrs             | \$46.00                       | \$8,004.00  | \$48.31                        | \$8,405.94  |                         |                                          |
| 4                                                                | 3.5 yrs             |                           |            | \$38.31                    | \$6,665.94 | \$42.00                     | \$7,308.00 | 4    | 3.5 yrs             | \$46.90                       | \$8,160.60  | \$49.26                        | \$8,571.24  |                         |                                          |
| 5                                                                | 4.5 yrs             |                           |            | \$39.09                    | \$6,801.66 | \$42.85                     | \$7,455.90 | 5    | 4.5 yrs             | \$47.84                       | \$8,324.16  | \$50.23                        | \$8,740.02  |                         |                                          |
| 6                                                                | 5.5 yrs             |                           |            | \$39.87                    | \$6,937.38 | \$43.71                     | \$7,605.54 | 6    | 5.5 yrs             | \$48.80                       | \$8,491.20  | \$51.24                        | \$8,915.76  |                         |                                          |
| 7                                                                | 6.5 yrs             |                           |            | \$40.66                    | \$7,074.84 | \$44.58                     | \$7,756.92 | 7    | 6.5 yrs             | \$49.80                       | \$8,665.20  | \$52.26                        | \$9,093.24  |                         |                                          |
| 8                                                                | 7.5 yrs             |                           |            | \$41.50                    | \$7,221.00 | \$45.50                     | \$7,917.00 | 8    | 7.5 yrs             | \$50.77                       | \$8,833.98  | \$53.31                        | \$9,275.94  |                         |                                          |
| 9                                                                | 8.5 yrs             |                           |            | \$42.30                    | \$7,360.20 | \$46.40                     | \$8,073.60 | 9    | 8.5 yrs             | \$51.82                       | \$9,016.68  | \$54.38                        | \$9,462.12  |                         |                                          |
| 10                                                               | 10.5 yrs            |                           |            | \$43.15                    | \$7,508.10 | \$47.35                     | \$8,238.90 | 10   | 9.5 yrs             | \$52.81                       | \$9,188.94  | \$55.47                        | \$9,651.78  |                         |                                          |
| 11                                                               | 12.5 yrs            |                           |            | \$44.03                    | \$7,661.22 | \$48.28                     | \$8,400.72 | 11   | 10.5 yrs            | \$53.88                       | \$9,375.12  | \$56.56                        | \$9,841.44  |                         |                                          |
| 12                                                               | 15.5 yrs            |                           |            | \$44.89                    | \$7,810.86 | \$49.25                     | \$8,569.50 | 12   | 12.5 yrs            | \$54.95                       | \$9,561.30  | \$57.68                        | \$10,036.32 |                         |                                          |
| 13                                                               | 18.5 yrs            |                           |            | \$45.81                    | \$7,970.94 | \$50.21                     | \$8,736.54 | 13   | 14.5 yrs            | \$56.06                       | \$9,754.44  | \$58.85                        | \$10,239.90 |                         |                                          |
| 14                                                               | 21.5 yrs            |                           |            | \$46.72                    | \$8,129.28 | \$51.23                     | \$8,914.02 | 14   | 16.5 yrs            | \$57.18                       | \$9,949.32  | \$60.03                        | \$10,445.22 |                         |                                          |
| 15                                                               | 25 yrs              |                           |            | \$47.66                    | \$8,292.84 | \$52.25                     | \$9,091.50 | 15   | 18.5 yrs            | \$58.30                       | \$10,144.20 | \$61.22                        | \$10,652.28 |                         |                                          |
| 16                                                               | ≥28 yrs             |                           |            | \$48.60                    | \$8,456.40 | \$53.30                     | \$9,274.20 | 16   | 21.5 yrs            | \$59.48                       | \$10,349.52 | \$62.45                        | \$10,866.30 |                         |                                          |
|                                                                  |                     |                           |            |                            |            |                             |            | 17   | 25 yrs              | \$60.67                       | \$10,556.58 | \$63.71                        | \$11,085.54 |                         |                                          |
|                                                                  |                     |                           |            |                            |            |                             |            | 18   | >28 yrs             | \$61.87                       | \$10,765.38 | \$64.99                        | \$11,308.26 |                         |                                          |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                           |            |                            |            |                             |            |      |                     |                               |             |                                |             |                         |                                          |
|                                                                  |                     | <b>Hourly</b>             |            | <b>Hourly</b>              |            | <b>Hourly</b>               |            |      |                     | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>           |                                          |
|                                                                  | Eve                 | -                         |            | -                          |            | -                           |            |      |                     | -                             |             | -                              |             | -                       |                                          |
|                                                                  | Night               | -                         |            | -                          |            | -                           |            |      |                     | -                             |             | -                              |             | -                       |                                          |
|                                                                  | Weekend             | -                         |            | -                          |            | -                           |            |      |                     | -                             |             | -                              |             | -                       |                                          |
|                                                                  | On-Call             | -                         |            | -                          |            | -                           |            |      |                     | -                             |             | -                              |             | -                       |                                          |
|                                                                  | Charge Nurse        | -                         |            | -                          |            | -                           |            |      |                     | -                             |             | -                              |             | -                       |                                          |

**UC RIVERSIDE**  
Effective January 2020

| Step                                                             | Years of Experience | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |            | Nurse, Clinical III<br>9138 |            | Step      | Years of Experience | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse, Per Diem<br>9119 | Nurse Practitioner - Per Diem<br>9160 |
|------------------------------------------------------------------|---------------------|---------------------------|------------|----------------------------|------------|-----------------------------|------------|-----------|---------------------|-------------------------------|-------------|--------------------------------|-------------|-------------------------|---------------------------------------|
|                                                                  |                     | Hourly                    | Monthly    | Hourly                     | Monthly    | Hourly                      | Monthly    |           |                     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                  | Hourly                                |
|                                                                  | < 6 mos             | \$30.41                   | \$5,290.57 |                            |            |                             |            |           |                     |                               |             |                                |             |                         |                                       |
| <b>1</b>                                                         | <b>6 mos</b>        |                           |            | \$37.18                    | \$6,469.84 | \$40.80                     | \$7,098.90 | <b>1</b>  | <b>6 mos</b>        | \$45.52                       | \$7,919.73  | \$47.80                        | \$8,317.60  | \$51.83                 | \$75.97                               |
| <b>2</b>                                                         | <b>1.5 yrs</b>      |                           |            | \$37.93                    | \$6,600.67 | \$41.59                     | \$7,236.90 | <b>2</b>  | <b>1.5 yrs</b>      | \$46.41                       | \$8,075.65  | \$48.77                        | \$8,486.07  |                         |                                       |
| <b>3</b>                                                         | <b>2.5 yrs</b>      |                           |            | \$38.68                    | \$6,729.71 | \$42.45                     | \$7,385.66 | <b>3</b>  | <b>2.5 yrs</b>      | \$47.38                       | \$8,244.12  | \$49.76                        | \$8,658.12  |                         |                                       |
| <b>4</b>                                                         | <b>3.5 yrs</b>      |                           |            | \$39.46                    | \$6,865.92 | \$43.26                     | \$7,527.24 | <b>4</b>  | <b>3.5 yrs</b>      | \$48.31                       | \$8,405.42  | \$50.74                        | \$8,828.38  |                         |                                       |
| <b>5</b>                                                         | <b>4.5 yrs</b>      |                           |            | \$40.26                    | \$7,005.71 | \$44.14                     | \$7,679.58 | <b>5</b>  | <b>4.5 yrs</b>      | \$49.28                       | \$8,573.88  | \$51.74                        | \$9,002.22  |                         |                                       |
| <b>6</b>                                                         | <b>5.5 yrs</b>      |                           |            | \$41.07                    | \$7,145.50 | \$45.02                     | \$7,833.71 | <b>6</b>  | <b>5.5 yrs</b>      | \$50.26                       | \$8,745.94  | \$52.78                        | \$9,183.23  |                         |                                       |
| <b>7</b>                                                         | <b>6.5 yrs</b>      |                           |            | \$41.88                    | \$7,287.09 | \$45.92                     | \$7,989.63 | <b>7</b>  | <b>6.5 yrs</b>      | \$51.29                       | \$8,925.16  | \$53.83                        | \$9,366.04  |                         |                                       |
| <b>8</b>                                                         | <b>7.5 yrs</b>      |                           |            | \$42.75                    | \$7,437.63 | \$46.87                     | \$8,154.51 | <b>8</b>  | <b>7.5 yrs</b>      | \$52.29                       | \$9,099.00  | \$54.91                        | \$9,554.22  |                         |                                       |
| <b>9</b>                                                         | <b>8.5 yrs</b>      |                           |            | \$43.57                    | \$7,581.01 | \$47.79                     | \$8,315.81 | <b>9</b>  | <b>8.5 yrs</b>      | \$53.37                       | \$9,287.18  | \$56.01                        | \$9,745.98  |                         |                                       |
| <b>10</b>                                                        | <b>10.5 yrs</b>     |                           |            | \$44.44                    | \$7,733.34 | \$48.77                     | \$8,486.07 | <b>10</b> | <b>9.5 yrs</b>      | \$54.39                       | \$9,464.61  | \$57.13                        | \$9,941.33  |                         |                                       |
| <b>11</b>                                                        | <b>12.5 yrs</b>     |                           |            | \$45.35                    | \$7,891.06 | \$49.73                     | \$8,652.74 | <b>11</b> | <b>10.5 yrs</b>     | \$55.50                       | \$9,656.37  | \$58.26                        | \$10,136.68 |                         |                                       |
| <b>12</b>                                                        | <b>15.5 yrs</b>     |                           |            | \$46.24                    | \$8,045.19 | \$50.73                     | \$8,826.59 | <b>12</b> | <b>12.5 yrs</b>     | \$56.60                       | \$9,848.14  | \$59.41                        | \$10,337.41 |                         |                                       |
| <b>13</b>                                                        | <b>18.5 yrs</b>     |                           |            | \$47.18                    | \$8,210.07 | \$51.72                     | \$8,998.64 | <b>13</b> | <b>14.5 yrs</b>     | \$57.74                       | \$10,047.07 | \$60.62                        | \$10,547.10 |                         |                                       |
| <b>14</b>                                                        | <b>21.5 yrs</b>     |                           |            | \$48.12                    | \$8,373.16 | \$52.77                     | \$9,181.44 | <b>14</b> | <b>16.5 yrs</b>     | \$58.90                       | \$10,247.80 | \$61.83                        | \$10,758.58 |                         |                                       |
| <b>15</b>                                                        | <b>25 yrs</b>       |                           |            | \$49.09                    | \$8,541.63 | \$53.82                     | \$9,364.25 | <b>15</b> | <b>18.5 yrs</b>     | \$60.05                       | \$10,448.53 | \$63.06                        | \$10,971.85 |                         |                                       |
| <b>16</b>                                                        | <b>≥28 yrs</b>      |                           |            | \$50.06                    | \$8,710.09 | \$54.90                     | \$9,552.43 | <b>16</b> | <b>21.5 yrs</b>     | \$61.26                       | \$10,660.01 | \$64.32                        | \$11,192.29 |                         |                                       |
|                                                                  |                     |                           |            |                            |            |                             |            | <b>17</b> | <b>25 yrs</b>       | \$62.49                       | \$10,873.28 | \$65.62                        | \$11,418.11 |                         |                                       |
|                                                                  |                     |                           |            |                            |            |                             |            | <b>18</b> | <b>≥28 yrs</b>      | \$63.73                       | \$11,088.34 | \$66.94                        | \$11,647.51 |                         |                                       |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                           |            |                            |            |                             |            |           |                     |                               |             |                                |             |                         |                                       |
|                                                                  |                     | <b>Hourly</b>             |            | <b>Hourly</b>              |            | <b>Hourly</b>               |            |           |                     | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>           | <b>Hourly</b>                         |
| <b>Eve</b>                                                       |                     | -                         |            | -                          |            | -                           |            |           |                     | -                             |             | -                              |             | -                       | -                                     |
| <b>Night</b>                                                     |                     | -                         |            | -                          |            | -                           |            |           |                     | -                             |             | -                              |             | -                       | -                                     |
| <b>Weekend</b>                                                   |                     | -                         |            | -                          |            | -                           |            |           |                     | -                             |             | -                              |             | -                       | -                                     |
| <b>On-Call</b>                                                   |                     | -                         |            | -                          |            | -                           |            |           |                     | -                             |             | -                              |             | -                       | -                                     |
| <b>Charge Nurse</b>                                              |                     | -                         |            | -                          |            | -                           |            |           |                     | -                             |             | -                              |             | -                       | -                                     |

**UC RIVERSIDE**  
Effective January 2021

| Step                                                             | Years of Experience | Nurse, Clinical I 9140 |            | Nurse, Clinical II 9139 |            | Nurse, Clinical III 9138 |            | Step | Years of Experience | Nurse Practitioner II 9147 |             | Nurse Practitioner III 9146 |             | Nurse, Per Diem 9119 | Nurse Practitioner - Per Diem 9160 |
|------------------------------------------------------------------|---------------------|------------------------|------------|-------------------------|------------|--------------------------|------------|------|---------------------|----------------------------|-------------|-----------------------------|-------------|----------------------|------------------------------------|
|                                                                  |                     | Hourly                 | Monthly    | Hourly                  | Monthly    | Hourly                   | Monthly    |      |                     | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly               | Hourly                             |
|                                                                  | < 6 mos             | \$31.32                | \$5,449.29 |                         |            |                          |            |      |                     |                            |             |                             |             |                      |                                    |
| 1                                                                | 6 mos               |                        |            | \$38.30                 | \$6,663.94 | \$42.02                  | \$7,311.87 | 1    | 6 mos               | \$46.88                    | \$8,157.32  | \$49.24                     | \$8,567.13  | \$53.38              | \$78.25                            |
| 2                                                                | 1.5 yrs             |                        |            | \$39.07                 | \$6,798.69 | \$42.84                  | \$7,454.01 | 2    | 1.5 yrs             | \$47.80                    | \$8,317.92  | \$50.23                     | \$8,740.65  |                      |                                    |
| 3                                                                | 2.5 yrs             |                        |            | \$39.84                 | \$6,931.60 | \$43.72                  | \$7,607.23 | 3    | 2.5 yrs             | \$48.80                    | \$8,491.44  | \$51.25                     | \$8,917.86  |                      |                                    |
| 4                                                                | 3.5 yrs             |                        |            | \$40.64                 | \$7,071.90 | \$44.56                  | \$7,753.06 | 4    | 3.5 yrs             | \$49.76                    | \$8,657.58  | \$52.26                     | \$9,093.23  |                      |                                    |
| 5                                                                | 4.5 yrs             |                        |            | \$41.47                 | \$7,215.88 | \$45.46                  | \$7,909.96 | 5    | 4.5 yrs             | \$50.75                    | \$8,831.10  | \$53.29                     | \$9,272.29  |                      |                                    |
| 6                                                                | 5.5 yrs             |                        |            | \$42.30                 | \$7,359.87 | \$46.37                  | \$8,068.72 | 6    | 5.5 yrs             | \$51.77                    | \$9,008.31  | \$54.36                     | \$9,458.73  |                      |                                    |
| 7                                                                | 6.5 yrs             |                        |            | \$43.14                 | \$7,505.70 | \$47.29                  | \$8,229.32 | 7    | 6.5 yrs             | \$52.83                    | \$9,192.91  | \$55.44                     | \$9,647.02  |                      |                                    |
| 8                                                                | 7.5 yrs             |                        |            | \$44.03                 | \$7,660.76 | \$48.27                  | \$8,399.15 | 8    | 7.5 yrs             | \$53.86                    | \$9,371.97  | \$56.56                     | \$9,840.84  |                      |                                    |
| 9                                                                | 8.5 yrs             |                        |            | \$44.88                 | \$7,808.44 | \$49.23                  | \$8,565.28 | 9    | 8.5 yrs             | \$54.98                    | \$9,565.80  | \$57.69                     | \$10,038.36 |                      |                                    |
| 10                                                               | 10.5 yrs            |                        |            | \$45.78                 | \$7,965.34 | \$50.23                  | \$8,740.65 | 10   | 9.5 yrs             | \$56.03                    | \$9,748.55  | \$58.85                     | \$10,239.57 |                      |                                    |
| 11                                                               | 12.5 yrs            |                        |            | \$46.71                 | \$8,127.79 | \$51.22                  | \$8,912.32 | 11   | 10.5 yrs            | \$57.16                    | \$9,946.06  | \$60.00                     | \$10,440.78 |                      |                                    |
| 12                                                               | 15.5 yrs            |                        |            | \$47.62                 | \$8,286.54 | \$52.25                  | \$9,091.38 | 12   | 12.5 yrs            | \$58.30                    | \$10,143.58 | \$61.19                     | \$10,647.53 |                      |                                    |
| 13                                                               | 18.5 yrs            |                        |            | \$48.60                 | \$8,456.37 | \$53.27                  | \$9,268.60 | 13   | 14.5 yrs            | \$59.47                    | \$10,348.49 | \$62.43                     | \$10,863.51 |                      |                                    |
| 14                                                               | 21.5 yrs            |                        |            | \$49.57                 | \$8,624.35 | \$54.35                  | \$9,456.88 | 14   | 16.5 yrs            | \$60.66                    | \$10,555.23 | \$63.69                     | \$11,081.33 |                      |                                    |
| 15                                                               | 25 yrs              |                        |            | \$50.56                 | \$8,797.87 | \$55.43                  | \$9,645.17 | 15   | 18.5 yrs            | \$61.85                    | \$10,761.98 | \$64.95                     | \$11,301.00 |                      |                                    |
| 16                                                               | ≥28 yrs             |                        |            | \$51.56                 | \$8,971.39 | \$56.55                  | \$9,839.00 | 16   | 21.5 yrs            | \$63.10                    | \$10,979.81 | \$66.25                     | \$11,528.06 |                      |                                    |
|                                                                  |                     |                        |            |                         |            |                          |            | 17   | 25 yrs              | \$64.36                    | \$11,199.48 | \$67.59                     | \$11,760.65 |                      |                                    |
|                                                                  |                     |                        |            |                         |            |                          |            | 18   | ≥28 yrs             | \$65.64                    | \$11,420.99 | \$68.95                     | \$11,996.93 |                      |                                    |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                        |            |                         |            |                          |            |      |                     |                            |             |                             |             |                      |                                    |
|                                                                  |                     | <b>Hourly</b>          |            | <b>Hourly</b>           |            | <b>Hourly</b>            |            |      |                     | <b>Hourly</b>              |             | <b>Hourly</b>               |             | <b>Hourly</b>        | <b>Hourly</b>                      |
|                                                                  | <b>Eve</b>          | -                      |            | -                       |            | -                        |            |      |                     | -                          |             | -                           |             | -                    | -                                  |
|                                                                  | <b>Night</b>        | -                      |            | -                       |            | -                        |            |      |                     | -                          |             | -                           |             | -                    | -                                  |
|                                                                  | <b>Weekend</b>      | -                      |            | -                       |            | -                        |            |      |                     | -                          |             | -                           |             | -                    | -                                  |
|                                                                  | <b>On-Call</b>      | -                      |            | -                       |            | -                        |            |      |                     | -                          |             | -                           |             | -                    | -                                  |
|                                                                  | <b>Charge Nurse</b> | -                      |            | -                       |            | -                        |            |      |                     | -                          |             | -                           |             | -                    | -                                  |

**UC RIVERSIDE**  
Effective January 2022

| Step                                                             | Years of Experience | Nurse, Clinical I 9140 |            | Nurse, Clinical II 9139 |            | Nurse, Clinical III 9138 |             | Step      | Years of Experience | Nurse Practitioner II 9147 |             | Nurse Practitioner III 9146 |             | Nurse, Per Diem 9119 | Nurse Practitioner - Per Diem 9160 |
|------------------------------------------------------------------|---------------------|------------------------|------------|-------------------------|------------|--------------------------|-------------|-----------|---------------------|----------------------------|-------------|-----------------------------|-------------|----------------------|------------------------------------|
|                                                                  |                     | Hourly                 | Monthly    | Hourly                  | Monthly    | Hourly                   | Monthly     |           |                     | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly               | Hourly                             |
|                                                                  | < 6 mos             | \$32.26                | \$5,612.77 |                         |            |                          |             |           |                     |                            |             |                             |             |                      |                                    |
| <b>1</b>                                                         | <b>6 mos</b>        |                        |            | \$39.45                 | \$6,863.86 | \$43.28                  | \$7,531.23  | <b>1</b>  | <b>6 mos</b>        | \$48.29                    | \$8,402.04  | \$50.71                     | \$8,824.14  | \$54.99              | \$80.60                            |
| <b>2</b>                                                         | <b>1.5 yrs</b>      |                        |            | \$40.25                 | \$7,002.65 | \$44.12                  | \$7,677.63  | <b>2</b>  | <b>1.5 yrs</b>      | \$49.24                    | \$8,567.46  | \$51.74                     | \$9,002.87  |                      |                                    |
| <b>3</b>                                                         | <b>2.5 yrs</b>      |                        |            | \$41.03                 | \$7,139.55 | \$45.03                  | \$7,835.44  | <b>3</b>  | <b>2.5 yrs</b>      | \$50.27                    | \$8,746.19  | \$52.79                     | \$9,185.40  |                      |                                    |
| <b>4</b>                                                         | <b>3.5 yrs</b>      |                        |            | \$41.86                 | \$7,284.05 | \$45.89                  | \$7,985.65  | <b>4</b>  | <b>3.5 yrs</b>      | \$51.25                    | \$8,917.31  | \$53.83                     | \$9,366.03  |                      |                                    |
| <b>5</b>                                                         | <b>4.5 yrs</b>      |                        |            | \$42.71                 | \$7,432.36 | \$46.82                  | \$8,147.26  | <b>5</b>  | <b>4.5 yrs</b>      | \$52.28                    | \$9,096.03  | \$54.89                     | \$9,550.46  |                      |                                    |
| <b>6</b>                                                         | <b>5.5 yrs</b>      |                        |            | \$43.57                 | \$7,580.66 | \$47.76                  | \$8,310.78  | <b>6</b>  | <b>5.5 yrs</b>      | \$53.33                    | \$9,278.56  | \$55.99                     | \$9,742.49  |                      |                                    |
| <b>7</b>                                                         | <b>6.5 yrs</b>      |                        |            | \$44.43                 | \$7,730.87 | \$48.71                  | \$8,476.20  | <b>7</b>  | <b>6.5 yrs</b>      | \$54.42                    | \$9,468.70  | \$57.11                     | \$9,936.43  |                      |                                    |
| <b>8</b>                                                         | <b>7.5 yrs</b>      |                        |            | \$45.35                 | \$7,890.58 | \$49.72                  | \$8,651.12  | <b>8</b>  | <b>7.5 yrs</b>      | \$55.48                    | \$9,653.13  | \$58.25                     | \$10,136.07 |                      |                                    |
| <b>9</b>                                                         | <b>8.5 yrs</b>      |                        |            | \$46.22                 | \$8,042.69 | \$50.70                  | \$8,822.24  | <b>9</b>  | <b>8.5 yrs</b>      | \$56.63                    | \$9,852.77  | \$59.42                     | \$10,339.51 |                      |                                    |
| <b>10</b>                                                        | <b>10.5 yrs</b>     |                        |            | \$47.15                 | \$8,204.30 | \$51.74                  | \$9,002.87  | <b>10</b> | <b>9.5 yrs</b>      | \$57.71                    | \$10,041.00 | \$60.61                     | \$10,546.76 |                      |                                    |
| <b>11</b>                                                        | <b>12.5 yrs</b>     |                        |            | \$48.11                 | \$8,371.62 | \$52.76                  | \$9,179.69  | <b>11</b> | <b>10.5 yrs</b>     | \$58.88                    | \$10,244.45 | \$61.80                     | \$10,754.01 |                      |                                    |
| <b>12</b>                                                        | <b>15.5 yrs</b>     |                        |            | \$49.05                 | \$8,535.14 | \$53.82                  | \$9,364.12  | <b>12</b> | <b>12.5 yrs</b>     | \$60.05                    | \$10,447.89 | \$63.03                     | \$10,966.96 |                      |                                    |
| <b>13</b>                                                        | <b>18.5 yrs</b>     |                        |            | \$50.06                 | \$8,710.06 | \$54.87                  | \$9,546.65  | <b>13</b> | <b>14.5 yrs</b>     | \$61.26                    | \$10,658.94 | \$64.31                     | \$11,189.42 |                      |                                    |
| <b>14</b>                                                        | <b>21.5 yrs</b>     |                        |            | \$51.05                 | \$8,883.08 | \$55.98                  | \$9,740.59  | <b>14</b> | <b>16.5 yrs</b>     | \$62.48                    | \$10,871.89 | \$65.60                     | \$11,413.77 |                      |                                    |
| <b>15</b>                                                        | <b>25 yrs</b>       |                        |            | \$52.08                 | \$9,061.81 | \$57.09                  | \$9,934.53  | <b>15</b> | <b>18.5 yrs</b>     | \$63.71                    | \$11,084.84 | \$66.90                     | \$11,640.03 |                      |                                    |
| <b>16</b>                                                        | <b>≥28 yrs</b>      |                        |            | \$53.11                 | \$9,240.54 | \$58.24                  | \$10,134.17 | <b>16</b> | <b>21.5 yrs</b>     | \$65.00                    | \$11,309.20 | \$68.24                     | \$11,873.90 |                      |                                    |
|                                                                  |                     |                        |            |                         |            |                          |             | <b>17</b> | <b>25 yrs</b>       | \$66.30                    | \$11,535.46 | \$69.62                     | \$12,113.47 |                      |                                    |
|                                                                  |                     |                        |            |                         |            |                          |             | <b>18</b> | <b>≥28 yrs</b>      | \$67.61                    | \$11,763.62 | \$71.02                     | \$12,356.84 |                      |                                    |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                        |            |                         |            |                          |             |           |                     |                            |             |                             |             |                      |                                    |
|                                                                  |                     | <b>Hourly</b>          |            | <b>Hourly</b>           |            | <b>Hourly</b>            |             |           |                     | <b>Hourly</b>              |             | <b>Hourly</b>               |             | <b>Hourly</b>        |                                    |
| <b>Eve</b>                                                       |                     | -                      |            | -                       |            | -                        |             |           |                     | -                          |             | -                           |             | -                    |                                    |
| <b>Night</b>                                                     |                     | -                      |            | -                       |            | -                        |             |           |                     | -                          |             | -                           |             | -                    |                                    |
| <b>Weekend</b>                                                   |                     | -                      |            | -                       |            | -                        |             |           |                     | -                          |             | -                           |             | -                    |                                    |
| <b>On-Call</b>                                                   |                     | -                      |            | -                       |            | -                        |             |           |                     | -                          |             | -                           |             | -                    |                                    |
| <b>Charge Nurse</b>                                              |                     | -                      |            | -                       |            | -                        |             |           |                     | -                          |             | -                           |             | -                    |                                    |

**UC SANTA BARBARA  
Effective December 2018**

| Step                                                             | Years of Experience | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |            | Nurse, Clinical III<br>9138 |            | Nurse, Clinical IV<br>9137 |            | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Practitioner -<br>Per Diem<br>9160 |
|------------------------------------------------------------------|---------------------|---------------------------|------------|----------------------------|------------|-----------------------------|------------|----------------------------|------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|------------------------------------------|
|                                                                  |                     | Hourly                    | Monthly    | Hourly                     | Monthly    | Hourly                      | Monthly    | Hourly                     | Monthly    | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                                   |
| 1                                                                | <3                  | \$31.42                   | \$5,467.08 | \$34.56                    | \$6,013.44 | \$37.85                     | \$6,585.90 | \$43.42                    | \$7,555.08 | \$45.07                      | \$7,842.18  | \$49.56                       | \$8,623.44  | \$54.52                        | \$9,486.48  | \$64.52                                  |
| 2                                                                | 3<5                 |                           |            | \$35.29                    | \$6,140.46 | \$38.61                     | \$6,718.14 | \$44.29                    | \$7,706.46 | \$46.00                      | \$8,004.00  | \$50.59                       | \$8,802.66  | \$55.64                        | \$9,681.36  |                                          |
| 3                                                                | 5<7                 |                           |            | \$35.99                    | \$6,262.26 | \$39.39                     | \$6,853.86 | \$45.20                    | \$7,864.80 | \$46.92                      | \$8,164.08  | \$51.59                       | \$8,976.66  | \$56.76                        | \$9,876.24  |                                          |
| 4                                                                | 7<8                 |                           |            | \$36.73                    | \$6,391.02 | \$40.19                     | \$6,993.06 | \$46.12                    | \$8,024.88 | \$47.87                      | \$8,329.38  | \$52.66                       | \$9,162.84  | \$57.91                        | \$10,076.34 |                                          |
| 5                                                                | 8<9                 |                           |            | \$37.47                    | \$6,519.78 | \$41.02                     | \$7,137.48 | \$47.08                    | \$8,191.92 | \$48.84                      | \$8,498.16  | \$53.71                       | \$9,345.54  | \$59.10                        | \$10,283.40 |                                          |
| 6                                                                | 9<10                |                           |            | \$38.23                    | \$6,652.02 | \$41.86                     | \$7,283.64 | \$48.01                    | \$8,353.74 | \$49.84                      | \$8,672.16  | \$54.83                       | \$9,540.42  | \$60.28                        | \$10,488.72 |                                          |
| 7                                                                | 10<11               |                           |            | \$39.04                    | \$6,792.96 | \$42.70                     | \$7,429.80 | \$49.01                    | \$8,527.74 | \$50.88                      | \$8,853.12  | \$55.94                       | \$9,733.56  | \$61.52                        | \$10,704.48 |                                          |
| 8                                                                | 11<13               |                           |            | \$39.82                    | \$6,928.68 | \$43.58                     | \$7,582.92 | \$50.02                    | \$8,703.48 | \$51.89                      | \$9,028.86  | \$57.07                       | \$9,930.18  | \$62.77                        | \$10,921.98 |                                          |
| 9                                                                | 13<15               |                           |            | \$40.62                    | \$7,067.88 | \$44.50                     | \$7,743.00 | \$51.01                    | \$8,875.74 | \$52.96                      | \$9,215.04  | \$58.24                       | \$10,133.76 | \$64.07                        | \$11,148.18 |                                          |
| 10                                                               | 15<17               |                           |            | \$41.47                    | \$7,215.78 | \$45.38                     | \$7,896.12 | \$52.07                    | \$9,060.18 | \$54.03                      | \$9,401.22  | \$59.42                       | \$10,339.08 | \$65.37                        | \$11,374.38 |                                          |
| 11                                                               | 17<19               |                           |            | \$42.30                    | \$7,360.20 | \$46.31                     | \$8,057.94 | \$53.11                    | \$9,241.14 | \$55.13                      | \$9,592.62  | \$60.65                       | \$10,553.10 | \$66.67                        | \$11,600.58 |                                          |
| 12                                                               | 19<21               |                           |            | \$43.15                    | \$7,508.10 | \$47.25                     | \$8,221.50 | \$54.20                    | \$9,430.80 | \$56.27                      | \$9,790.98  | \$61.89                       | \$10,768.86 | \$68.03                        | \$11,837.22 |                                          |
| 13                                                               | 21<25               |                           |            | \$44.04                    | \$7,662.96 | \$48.20                     | \$8,386.80 | \$55.31                    | \$9,623.94 | \$57.40                      | \$9,987.60  | \$63.17                       | \$10,991.58 | \$69.42                        | \$12,079.08 |                                          |
| 14                                                               | >25                 |                           |            | \$44.93                    | \$7,817.82 | \$49.21                     | \$8,562.54 | \$56.44                    | \$9,820.56 | \$58.58                      | \$10,192.92 | \$64.43                       | \$11,210.82 | \$70.86                        | \$12,329.64 |                                          |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                           |            |                            |            |                             |            |                            |            |                              |             |                               |             |                                |             |                                          |
|                                                                  |                     | <b>Hourly</b>             |            | <b>Hourly</b>              |            | <b>Hourly</b>               |            | <b>Hourly</b>              |            | <b>Hourly</b>                |             | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>                            |
| <b>Eve</b>                                                       |                     | -                         |            | -                          |            | -                           |            | -                          |            | -                            |             | -                             |             | -                              |             | -                                        |
| <b>Night</b>                                                     |                     | -                         |            | -                          |            | -                           |            | -                          |            | -                            |             | -                             |             | -                              |             | -                                        |
| <b>Weekend</b>                                                   |                     | -                         |            | -                          |            | -                           |            | -                          |            | -                            |             | -                             |             | -                              |             | -                                        |
| <b>On-Call</b>                                                   |                     | -                         |            | -                          |            | -                           |            | -                          |            | -                            |             | -                             |             | -                              |             | -                                        |
| <b>Charge Nurse</b>                                              |                     | -                         |            | -                          |            | -                           |            | -                          |            | -                            |             | -                             |             | -                              |             | -                                        |

**UC SANTA BARBARA**  
Effective January 2019

| Step                                                             | Years of Experience | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |            | Nurse, Clinical III<br>9138 |            | Nurse, Clinical IV<br>9137 |             | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Practitioner -<br>Per Diem<br>9160 |
|------------------------------------------------------------------|---------------------|---------------------------|------------|----------------------------|------------|-----------------------------|------------|----------------------------|-------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|------------------------------------------|
|                                                                  |                     | Hourly                    | Monthly    | Hourly                     | Monthly    | Hourly                      | Monthly    | Hourly                     | Monthly     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                                   |
| 1                                                                | <3                  | \$32.36                   | \$5,630.64 | \$35.60                    | \$6,194.40 | \$38.99                     | \$6,784.26 | \$44.72                    | \$7,781.28  | \$46.42                      | \$8,077.08  | \$51.05                       | \$8,882.70  | \$56.16                        | \$9,771.84  | \$66.46                                  |
| 2                                                                | 3<5                 |                           |            | \$36.35                    | \$6,324.90 | \$39.77                     | \$6,919.98 | \$45.62                    | \$7,937.88  | \$47.38                      | \$8,244.12  | \$52.11                       | \$9,067.14  | \$57.31                        | \$9,971.94  |                                          |
| 3                                                                | 5<7                 |                           |            | \$37.07                    | \$6,450.18 | \$40.57                     | \$7,059.18 | \$46.56                    | \$8,101.44  | \$48.33                      | \$8,409.42  | \$53.14                       | \$9,246.36  | \$58.46                        | \$10,172.04 |                                          |
| 4                                                                | 7<8                 |                           |            | \$37.83                    | \$6,582.42 | \$41.40                     | \$7,203.60 | \$47.50                    | \$8,265.00  | \$49.31                      | \$8,579.94  | \$54.24                       | \$9,437.76  | \$59.65                        | \$10,379.10 |                                          |
| 5                                                                | 8<9                 |                           |            | \$38.59                    | \$6,714.66 | \$42.25                     | \$7,351.50 | \$48.49                    | \$8,437.26  | \$50.31                      | \$8,753.94  | \$55.32                       | \$9,625.68  | \$60.87                        | \$10,591.38 |                                          |
| 6                                                                | 9<10                |                           |            | \$39.38                    | \$6,852.12 | \$43.12                     | \$7,502.88 | \$49.45                    | \$8,604.30  | \$51.34                      | \$8,933.16  | \$56.47                       | \$9,825.78  | \$62.09                        | \$10,803.66 |                                          |
| 7                                                                | 10<11               |                           |            | \$40.21                    | \$6,996.54 | \$43.98                     | \$7,652.52 | \$50.48                    | \$8,783.52  | \$52.41                      | \$9,119.34  | \$57.62                       | \$10,025.88 | \$63.37                        | \$11,026.38 |                                          |
| 8                                                                | 11<13               |                           |            | \$41.01                    | \$7,135.74 | \$44.89                     | \$7,810.86 | \$51.52                    | \$8,964.48  | \$53.45                      | \$9,300.30  | \$58.78                       | \$10,227.72 | \$64.65                        | \$11,249.10 |                                          |
| 9                                                                | 13<15               |                           |            | \$41.84                    | \$7,280.16 | \$45.84                     | \$7,976.16 | \$52.54                    | \$9,141.96  | \$54.55                      | \$9,491.70  | \$59.99                       | \$10,438.26 | \$65.99                        | \$11,482.26 |                                          |
| 10                                                               | 15<17               |                           |            | \$42.71                    | \$7,431.54 | \$46.74                     | \$8,132.76 | \$53.63                    | \$9,331.62  | \$55.65                      | \$9,683.10  | \$61.20                       | \$10,648.80 | \$67.33                        | \$11,715.42 |                                          |
| 11                                                               | 17<19               |                           |            | \$43.57                    | \$7,581.18 | \$47.70                     | \$8,299.80 | \$54.70                    | \$9,517.80  | \$56.78                      | \$9,879.72  | \$62.47                       | \$10,869.78 | \$68.67                        | \$11,948.58 |                                          |
| 12                                                               | 19<21               |                           |            | \$44.44                    | \$7,732.56 | \$48.67                     | \$8,468.58 | \$55.83                    | \$9,714.42  | \$57.96                      | \$10,085.04 | \$63.75                       | \$11,092.50 | \$70.07                        | \$12,192.18 |                                          |
| 13                                                               | 21<25               |                           |            | \$45.36                    | \$7,892.64 | \$49.65                     | \$8,639.10 | \$56.97                    | \$9,912.78  | \$59.12                      | \$10,286.88 | \$65.07                       | \$11,322.18 | \$71.50                        | \$12,441.00 |                                          |
| 14                                                               | >25                 |                           |            | \$46.28                    | \$8,052.72 | \$50.69                     | \$8,820.06 | \$58.13                    | \$10,114.62 | \$60.34                      | \$10,499.16 | \$66.36                       | \$11,546.64 | \$72.99                        | \$12,700.26 |                                          |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                           |            |                            |            |                             |            |                            |             |                              |             |                               |             |                                |             |                                          |
|                                                                  |                     | <b>Hourly</b>             |            | <b>Hourly</b>              |            | <b>Hourly</b>               |            | <b>Hourly</b>              |             | <b>Hourly</b>                |             | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>                            |
| Eve                                                              |                     | -                         |            | -                          |            | -                           |            | -                          |             | -                            |             | -                             |             | -                              |             | -                                        |
| Night                                                            |                     | -                         |            | -                          |            | -                           |            | -                          |             | -                            |             | -                             |             | -                              |             | -                                        |
| Weekend                                                          |                     | -                         |            | -                          |            | -                           |            | -                          |             | -                            |             | -                             |             | -                              |             | -                                        |
| On-Call                                                          |                     | -                         |            | -                          |            | -                           |            | -                          |             | -                            |             | -                             |             | -                              |             | -                                        |
| Charge Nurse                                                     |                     | -                         |            | -                          |            | -                           |            | -                          |             | -                            |             | -                             |             | -                              |             | -                                        |

**UC SANTA BARBARA**  
Effective January 2020

| Step                                                             | Years of Experience | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |            | Nurse, Clinical III<br>9138 |            | Nurse, Clinical IV<br>9137 |             | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Practitioner -<br>Per Diem<br>9160 |
|------------------------------------------------------------------|---------------------|---------------------------|------------|----------------------------|------------|-----------------------------|------------|----------------------------|-------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|------------------------------------------|
|                                                                  |                     | Hourly                    | Monthly    | Hourly                     | Monthly    | Hourly                      | Monthly    | Hourly                     | Monthly     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                                   |
| 1                                                                | <3                  | \$33.33                   | \$5,799.56 | \$36.67                    | \$6,380.23 | \$40.16                     | \$6,987.79 | \$46.06                    | \$8,014.72  | \$47.81                      | \$8,319.39  | \$52.58                       | \$9,149.18  | \$57.84                        | \$10,065.00 | \$68.45                                  |
| 2                                                                | 3<5                 |                           |            | \$37.44                    | \$6,514.65 | \$40.96                     | \$7,127.58 | \$46.99                    | \$8,176.02  | \$48.80                      | \$8,491.44  | \$53.67                       | \$9,339.15  | \$59.03                        | \$10,271.10 |                                          |
| 3                                                                | 5<7                 |                           |            | \$38.18                    | \$6,643.69 | \$41.79                     | \$7,270.96 | \$47.96                    | \$8,344.48  | \$49.78                      | \$8,661.70  | \$54.73                       | \$9,523.75  | \$60.21                        | \$10,477.20 |                                          |
| 4                                                                | 7<8                 |                           |            | \$38.96                    | \$6,779.89 | \$42.64                     | \$7,419.71 | \$48.93                    | \$8,512.95  | \$50.79                      | \$8,837.34  | \$55.87                       | \$9,720.89  | \$61.44                        | \$10,690.47 |                                          |
| 5                                                                | 8<9                 |                           |            | \$39.75                    | \$6,916.10 | \$43.52                     | \$7,572.05 | \$49.94                    | \$8,690.38  | \$51.82                      | \$9,016.56  | \$56.98                       | \$9,914.45  | \$62.70                        | \$10,909.12 |                                          |
| 6                                                                | 9<10                |                           |            | \$40.56                    | \$7,057.68 | \$44.41                     | \$7,727.97 | \$50.93                    | \$8,862.43  | \$52.88                      | \$9,201.15  | \$58.16                       | \$10,120.55 | \$63.95                        | \$11,127.77 |                                          |
| 7                                                                | 10<11               |                           |            | \$41.42                    | \$7,206.44 | \$45.30                     | \$7,882.10 | \$51.99                    | \$9,047.03  | \$53.98                      | \$9,392.92  | \$59.35                       | \$10,326.66 | \$65.27                        | \$11,357.17 |                                          |
| 8                                                                | 11<13               |                           |            | \$42.24                    | \$7,349.81 | \$46.24                     | \$8,045.19 | \$53.07                    | \$9,233.41  | \$55.05                      | \$9,579.31  | \$60.54                       | \$10,534.55 | \$66.59                        | \$11,586.57 |                                          |
| 9                                                                | 13<15               |                           |            | \$43.10                    | \$7,498.56 | \$47.22                     | \$8,215.44 | \$54.12                    | \$9,416.22  | \$56.19                      | \$9,776.45  | \$61.79                       | \$10,751.41 | \$67.97                        | \$11,826.73 |                                          |
| 10                                                               | 15<17               |                           |            | \$43.99                    | \$7,654.49 | \$48.14                     | \$8,376.74 | \$55.24                    | \$9,611.57  | \$57.32                      | \$9,973.59  | \$63.04                       | \$10,968.26 | \$69.35                        | \$12,066.88 |                                          |
| 11                                                               | 17<19               |                           |            | \$44.88                    | \$7,808.62 | \$49.13                     | \$8,548.79 | \$56.34                    | \$9,803.33  | \$58.48                      | \$10,176.11 | \$64.34                       | \$11,195.87 | \$70.73                        | \$12,307.04 |                                          |
| 12                                                               | 19<21               |                           |            | \$45.77                    | \$7,964.54 | \$50.13                     | \$8,722.64 | \$57.50                    | \$10,005.85 | \$59.70                      | \$10,387.59 | \$65.66                       | \$11,425.28 | \$72.17                        | \$12,557.95 |                                          |
| 13                                                               | 21<25               |                           |            | \$46.72                    | \$8,129.42 | \$51.14                     | \$8,898.27 | \$58.68                    | \$10,210.16 | \$60.89                      | \$10,595.49 | \$67.02                       | \$11,661.85 | \$73.65                        | \$12,814.23 |                                          |
| 14                                                               | >25                 |                           |            | \$47.67                    | \$8,294.30 | \$52.21                     | \$9,084.66 | \$59.87                    | \$10,418.06 | \$62.15                      | \$10,814.13 | \$68.35                       | \$11,893.04 | \$75.18                        | \$13,081.27 |                                          |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                           |            |                            |            |                             |            |                            |             |                              |             |                               |             |                                |             |                                          |
|                                                                  |                     | <b>Hourly</b>             |            | <b>Hourly</b>              |            | <b>Hourly</b>               |            | <b>Hourly</b>              |             | <b>Hourly</b>                |             | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>                            |
| Eve                                                              |                     | -                         |            | -                          |            | -                           |            | -                          |             | -                            |             | -                             |             | -                              |             | -                                        |
| Night                                                            |                     | -                         |            | -                          |            | -                           |            | -                          |             | -                            |             | -                             |             | -                              |             | -                                        |
| Weekend                                                          |                     | -                         |            | -                          |            | -                           |            | -                          |             | -                            |             | -                             |             | -                              |             | -                                        |
| On-Call                                                          |                     | -                         |            | -                          |            | -                           |            | -                          |             | -                            |             | -                             |             | -                              |             | -                                        |
| Charge Nurse                                                     |                     | -                         |            | -                          |            | -                           |            | -                          |             | -                            |             | -                             |             | -                              |             | -                                        |

**UC SANTA BARBARA**  
Effective January 2021

| Step                                                             | Years of Experience | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |            | Nurse, Clinical III<br>9138 |            | Nurse, Clinical IV<br>9137 |             | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Practitioner -<br>Per Diem<br>9160 |
|------------------------------------------------------------------|---------------------|---------------------------|------------|----------------------------|------------|-----------------------------|------------|----------------------------|-------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|------------------------------------------|
|                                                                  |                     | Hourly                    | Monthly    | Hourly                     | Monthly    | Hourly                      | Monthly    | Hourly                     | Monthly     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                                   |
| 1                                                                | <3                  | \$34.33                   | \$5,973.55 | \$37.77                    | \$6,571.64 | \$41.36                     | \$7,197.42 | \$47.44                    | \$8,255.16  | \$49.25                      | \$8,568.97  | \$54.16                       | \$9,423.66  | \$59.58                        | \$10,366.95 | \$70.51                                  |
| 2                                                                | 3<5                 |                           |            | \$38.56                    | \$6,710.09 | \$42.19                     | \$7,341.41 | \$48.40                    | \$8,421.30  | \$50.27                      | \$8,746.19  | \$55.28                       | \$9,619.33  | \$60.80                        | \$10,579.23 |                                          |
| 3                                                                | 5<7                 |                           |            | \$39.33                    | \$6,843.00 | \$43.04                     | \$7,489.08 | \$49.40                    | \$8,594.82  | \$51.27                      | \$8,921.55  | \$56.38                       | \$9,809.46  | \$62.02                        | \$10,791.52 |                                          |
| 4                                                                | 7<8                 |                           |            | \$40.13                    | \$6,983.29 | \$43.92                     | \$7,642.30 | \$50.39                    | \$8,768.34  | \$52.31                      | \$9,102.46  | \$57.54                       | \$10,012.52 | \$63.28                        | \$11,011.19 |                                          |
| 5                                                                | 8<9                 |                           |            | \$40.94                    | \$7,123.58 | \$44.82                     | \$7,799.21 | \$51.44                    | \$8,951.09  | \$53.37                      | \$9,287.05  | \$58.69                       | \$10,211.88 | \$64.58                        | \$11,236.40 |                                          |
| 6                                                                | 9<10                |                           |            | \$41.78                    | \$7,269.41 | \$45.75                     | \$7,959.81 | \$52.46                    | \$9,128.30  | \$54.47                      | \$9,477.19  | \$59.91                       | \$10,424.17 | \$65.87                        | \$11,461.60 |                                          |
| 7                                                                | 10<11               |                           |            | \$42.66                    | \$7,422.63 | \$46.66                     | \$8,118.56 | \$53.55                    | \$9,318.44  | \$55.60                      | \$9,674.71  | \$61.13                       | \$10,636.46 | \$67.23                        | \$11,697.89 |                                          |
| 8                                                                | 11<13               |                           |            | \$43.51                    | \$7,570.31 | \$47.62                     | \$8,286.54 | \$54.66                    | \$9,510.42  | \$56.71                      | \$9,866.69  | \$62.36                       | \$10,850.59 | \$68.59                        | \$11,934.17 |                                          |
| 9                                                                | 13<15               |                           |            | \$44.39                    | \$7,723.52 | \$48.63                     | \$8,461.91 | \$55.74                    | \$9,698.71  | \$57.87                      | \$10,069.74 | \$63.64                       | \$11,073.95 | \$70.01                        | \$12,181.53 |                                          |
| 10                                                               | 15<17               |                           |            | \$45.31                    | \$7,884.12 | \$49.59                     | \$8,628.05 | \$56.90                    | \$9,899.92  | \$59.04                      | \$10,272.80 | \$64.93                       | \$11,297.31 | \$71.43                        | \$12,428.89 |                                          |
| 11                                                               | 17<19               |                           |            | \$46.22                    | \$8,042.87 | \$50.60                     | \$8,805.26 | \$58.03                    | \$10,097.43 | \$60.24                      | \$10,481.39 | \$66.27                       | \$11,531.75 | \$72.85                        | \$12,676.25 |                                          |
| 12                                                               | 19<21               |                           |            | \$47.15                    | \$8,203.47 | \$51.63                     | \$8,984.32 | \$59.23                    | \$10,306.03 | \$61.49                      | \$10,699.22 | \$67.63                       | \$11,768.03 | \$74.34                        | \$12,934.68 |                                          |
| 13                                                               | 21<25               |                           |            | \$48.12                    | \$8,373.30 | \$52.67                     | \$9,165.22 | \$60.44                    | \$10,516.47 | \$62.72                      | \$10,913.35 | \$69.03                       | \$12,011.70 | \$75.85                        | \$13,198.66 |                                          |
| 14                                                               | >25                 |                           |            | \$49.10                    | \$8,543.13 | \$53.78                     | \$9,357.20 | \$61.67                    | \$10,730.60 | \$64.01                      | \$11,138.56 | \$70.40                       | \$12,249.83 | \$77.44                        | \$13,473.71 |                                          |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                           |            |                            |            |                             |            |                            |             |                              |             |                               |             |                                |             |                                          |
|                                                                  |                     | <b>Hourly</b>             |            | <b>Hourly</b>              |            | <b>Hourly</b>               |            | <b>Hourly</b>              |             | <b>Hourly</b>                |             | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>                            |
| Eve                                                              |                     | -                         |            | -                          |            | -                           |            | -                          |             | -                            |             | -                             |             | -                              |             | -                                        |
| Night                                                            |                     | -                         |            | -                          |            | -                           |            | -                          |             | -                            |             | -                             |             | -                              |             | -                                        |
| Weekend                                                          |                     | -                         |            | -                          |            | -                           |            | -                          |             | -                            |             | -                             |             | -                              |             | -                                        |
| On-Call                                                          |                     | -                         |            | -                          |            | -                           |            | -                          |             | -                            |             | -                             |             | -                              |             | -                                        |
| Charge Nurse                                                     |                     | -                         |            | -                          |            | -                           |            | -                          |             | -                            |             | -                             |             | -                              |             | -                                        |



**UC SANTA BARBARA**  
Effective January 2022

| Step                                                             | Years of Experience | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |            | Nurse, Clinical III<br>9138 |            | Nurse, Clinical IV<br>9137 |             | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Practitioner -<br>Per Diem<br>9160 |
|------------------------------------------------------------------|---------------------|---------------------------|------------|----------------------------|------------|-----------------------------|------------|----------------------------|-------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|------------------------------------------|
|                                                                  |                     | Hourly                    | Monthly    | Hourly                     | Monthly    | Hourly                      | Monthly    | Hourly                     | Monthly     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                                   |
| 1                                                                | <3                  | \$35.36                   | \$6,152.75 | \$38.90                    | \$6,768.79 | \$42.61                     | \$7,413.34 | \$48.87                    | \$8,502.81  | \$50.72                      | \$8,826.04  | \$55.78                       | \$9,706.37  | \$61.37                        | \$10,677.95 | \$72.62                                  |
| 2                                                                | 3<5                 |                           |            | \$39.72                    | \$6,911.39 | \$43.46                     | \$7,561.65 | \$49.85                    | \$8,673.94  | \$51.77                      | \$9,008.57  | \$56.94                       | \$9,907.91  | \$62.62                        | \$10,896.61 |                                          |
| 3                                                                | 5<7                 |                           |            | \$40.51                    | \$7,048.29 | \$44.33                     | \$7,713.76 | \$50.88                    | \$8,852.66  | \$52.81                      | \$9,189.20  | \$58.07                       | \$10,103.75 | \$63.88                        | \$11,115.26 |                                          |
| 4                                                                | 7<8                 |                           |            | \$41.34                    | \$7,192.79 | \$45.24                     | \$7,871.57 | \$51.90                    | \$9,031.39  | \$53.88                      | \$9,375.53  | \$59.27                       | \$10,312.90 | \$65.18                        | \$11,341.52 |                                          |
| 5                                                                | 8<9                 |                           |            | \$42.17                    | \$7,337.29 | \$46.17                     | \$8,033.18 | \$52.99                    | \$9,219.62  | \$54.98                      | \$9,565.67  | \$60.45                       | \$10,518.24 | \$66.51                        | \$11,573.49 |                                          |
| 6                                                                | 9<10                |                           |            | \$43.03                    | \$7,487.50 | \$47.12                     | \$8,198.60 | \$54.04                    | \$9,402.15  | \$56.10                      | \$9,761.51  | \$61.71                       | \$10,736.90 | \$67.85                        | \$11,805.45 |                                          |
| 7                                                                | 10<11               |                           |            | \$43.94                    | \$7,645.31 | \$48.06                     | \$8,362.12 | \$55.16                    | \$9,597.99  | \$57.27                      | \$9,964.95  | \$62.96                       | \$10,955.55 | \$69.25                        | \$12,048.82 |                                          |
| 8                                                                | 11<13               |                           |            | \$44.81                    | \$7,797.42 | \$49.05                     | \$8,535.14 | \$56.30                    | \$9,795.73  | \$58.41                      | \$10,162.69 | \$64.23                       | \$11,176.11 | \$70.64                        | \$12,292.20 |                                          |
| 9                                                                | 13<15               |                           |            | \$45.72                    | \$7,955.23 | \$50.09                     | \$8,715.77 | \$57.41                    | \$9,989.67  | \$59.61                      | \$10,371.84 | \$65.55                       | \$11,406.17 | \$72.11                        | \$12,546.98 |                                          |
| 10                                                               | 15<17               |                           |            | \$46.67                    | \$8,120.64 | \$51.07                     | \$8,886.89 | \$58.60                    | \$10,196.91 | \$60.81                      | \$10,580.98 | \$66.87                       | \$11,636.23 | \$73.57                        | \$12,801.76 |                                          |
| 11                                                               | 17<19               |                           |            | \$47.61                    | \$8,284.16 | \$52.12                     | \$9,069.42 | \$59.77                    | \$10,400.36 | \$62.05                      | \$10,795.84 | \$68.26                       | \$11,877.70 | \$75.04                        | \$13,056.54 |                                          |
| 12                                                               | 19<21               |                           |            | \$48.56                    | \$8,449.58 | \$53.18                     | \$9,253.85 | \$61.01                    | \$10,615.21 | \$63.33                      | \$11,020.20 | \$69.66                       | \$12,121.07 | \$76.57                        | \$13,322.72 |                                          |
| 13                                                               | 21<25               |                           |            | \$49.57                    | \$8,624.50 | \$54.25                     | \$9,440.18 | \$62.25                    | \$10,831.96 | \$64.60                      | \$11,240.75 | \$71.10                       | \$12,372.05 | \$78.13                        | \$13,594.62 |                                          |
| 14                                                               | ≥25                 |                           |            | \$50.57                    | \$8,799.42 | \$55.39                     | \$9,637.92 | \$63.52                    | \$11,052.52 | \$65.94                      | \$11,472.72 | \$72.51                       | \$12,617.33 | \$79.76                        | \$13,877.92 |                                          |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                           |            |                            |            |                             |            |                            |             |                              |             |                               |             |                                |             |                                          |
|                                                                  |                     | <b>Hourly</b>             |            | <b>Hourly</b>              |            | <b>Hourly</b>               |            | <b>Hourly</b>              |             | <b>Hourly</b>                |             | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>                            |
| Eve                                                              |                     | -                         |            | -                          |            | -                           |            | -                          |             | -                            |             | -                             |             | -                              |             | -                                        |
| Night                                                            |                     | -                         |            | -                          |            | -                           |            | -                          |             | -                            |             | -                             |             | -                              |             | -                                        |
| Weekend                                                          |                     | -                         |            | -                          |            | -                           |            | -                          |             | -                            |             | -                             |             | -                              |             | -                                        |
| On-Call                                                          |                     | -                         |            | -                          |            | -                           |            | -                          |             | -                            |             | -                             |             | -                              |             | -                                        |
| Charge Nurse                                                     |                     | -                         |            | -                          |            | -                           |            | -                          |             | -                            |             | -                             |             | -                              |             | -                                        |

**UC SANTA CRUZ**  
Effective December 2018

| Step                                                             | Years of Experience  | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |            | Nurse, Clinical III<br>9138 |            | Nurse, Clinical IV<br>9137 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Description | Nurse,<br>Per Diem<br>9119 | Nurse Practitioner -<br>Per Diem<br>9160 |
|------------------------------------------------------------------|----------------------|---------------------------|------------|----------------------------|------------|-----------------------------|------------|----------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|-------------|----------------------------|------------------------------------------|
|                                                                  |                      | Hourly                    | Monthly    | Hourly                     | Monthly    | Hourly                      | Monthly    | Hourly                     | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     |             | Hourly                     | Hourly                                   |
|                                                                  | < 6 mos              | \$35.61                   | \$6,196.14 |                            |            |                             |            |                            |             |                               |             |                                |             |             |                            |                                          |
| <b>1</b>                                                         | <b>1 year</b>        |                           |            | \$38.88                    | \$6,765.12 | \$42.68                     | \$7,426.32 | \$48.95                    | \$8,517.30  | \$48.47                       | \$8,433.78  | \$53.35                        | \$9,282.90  | Weekday     | \$54.19                    | \$67.65                                  |
| <b>2</b>                                                         | <b>2 years</b>       |                           |            | \$39.63                    | \$6,895.62 | \$43.51                     | \$7,570.74 | \$49.92                    | \$8,686.08  | \$49.47                       | \$8,607.78  | \$54.38                        | \$9,462.12  | Weekend     | \$56.17                    | \$69.58                                  |
| <b>3</b>                                                         | <b>3 years</b>       |                           |            | \$40.44                    | \$7,036.56 | \$44.39                     | \$7,723.86 | \$50.92                    | \$8,860.08  | \$50.42                       | \$8,773.08  | \$55.47                        | \$9,651.78  |             |                            |                                          |
| <b>4</b>                                                         | <b>4 years</b>       |                           |            | \$41.24                    | \$7,175.76 | \$45.28                     | \$7,878.72 | \$51.94                    | \$9,037.56  | \$51.43                       | \$8,948.82  | \$56.59                        | \$9,846.66  |             |                            |                                          |
| <b>5</b>                                                         | <b>5 years</b>       |                           |            | \$42.07                    | \$7,320.18 | \$46.18                     | \$8,035.32 | \$52.95                    | \$9,213.30  | \$52.46                       | \$9,128.04  | \$57.73                        | \$10,045.02 |             |                            |                                          |
| <b>6</b>                                                         | <b>6 years</b>       |                           |            | \$42.90                    | \$7,464.60 | \$47.12                     | \$8,198.88 | \$54.04                    | \$9,402.96  | \$53.53                       | \$9,314.22  | \$58.89                        | \$10,246.86 |             |                            |                                          |
| <b>7</b>                                                         | <b>7 years</b>       |                           |            | \$43.77                    | \$7,615.98 | \$48.05                     | \$8,360.70 | \$55.10                    | \$9,587.40  | \$54.63                       | \$9,505.62  | \$60.07                        | \$10,452.18 |             |                            |                                          |
| <b>8</b>                                                         | <b>8 years</b>       |                           |            | \$44.65                    | \$7,769.10 | \$49.00                     | \$8,526.00 | \$56.22                    | \$9,782.28  | \$55.69                       | \$9,690.06  | \$61.26                        | \$10,659.24 |             |                            |                                          |
| <b>9</b>                                                         | <b>9 years</b>       |                           |            | \$45.55                    | \$7,925.70 | \$49.98                     | \$8,696.52 | \$57.32                    | \$9,973.68  | \$56.82                       | \$9,886.68  | \$62.50                        | \$10,875.00 |             |                            |                                          |
| <b>10</b>                                                        | <b>10 years</b>      |                           |            | \$46.46                    | \$8,084.04 | \$50.99                     | \$8,872.26 | \$58.48                    | \$10,175.52 | \$57.93                       | \$10,079.82 | \$63.72                        | \$11,087.28 |             |                            |                                          |
| <b>11</b>                                                        | <b>11 years</b>      |                           |            | \$47.39                    | \$8,245.86 | \$52.01                     | \$9,049.74 | \$59.65                    | \$10,379.10 | \$59.11                       | \$10,285.14 | \$65.03                        | \$11,315.22 |             |                            |                                          |
| <b>12</b>                                                        | <b>15 years</b>      |                           |            | \$48.33                    | \$8,409.42 | \$53.05                     | \$9,230.70 | \$60.84                    | \$10,586.16 | \$60.29                       | \$10,490.46 | \$66.33                        | \$11,541.42 |             |                            |                                          |
| <b>13</b>                                                        | <b>&gt; 20 years</b> |                           |            | \$49.29                    | \$8,576.46 | \$54.10                     | \$9,413.40 | \$62.05                    | \$10,796.70 | \$61.48                       | \$10,697.52 | \$67.64                        | \$11,769.36 |             |                            |                                          |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                      |                           |            |                            |            |                             |            |                            |             |                               |             |                                |             |             |                            |                                          |
|                                                                  |                      | <b>Hourly</b>             |            | <b>Hourly</b>              |            | <b>Hourly</b>               |            | <b>Hourly</b>              |             | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             |             | <b>Hourly</b>              | <b>Hourly</b>                            |
|                                                                  | <b>Even</b>          | -                         |            | -                          |            | -                           |            | -                          |             | -                             |             | -                              |             |             | -                          | -                                        |
|                                                                  | <b>Night</b>         | -                         |            | -                          |            | -                           |            | -                          |             | -                             |             | -                              |             |             | -                          | -                                        |
|                                                                  | <b>Weekend</b>       | \$1.30                    |            | \$1.30                     |            | \$1.30                      |            | \$1.30                     |             | \$1.30                        |             | \$1.30                         |             |             | -                          | -                                        |
|                                                                  | <b>On-Call</b>       | -                         |            | -                          |            | -                           |            | -                          |             | -                             |             | -                              |             |             | -                          | -                                        |
|                                                                  | <b>Charge Nurse</b>  | -                         |            | -                          |            | -                           |            | -                          |             | -                             |             | -                              |             |             | -                          | -                                        |

**UC SANTA CRUZ**  
Effective January 2019

| Step                                                             | Years of Experience | Nurse, Clinical I<br>9140 |               | Nurse, Clinical II<br>9139 |               | Nurse, Clinical III<br>9138 |               | Nurse, Clinical IV<br>9137 |               | Nurse Practitioner II<br>9147 |               | Nurse Practitioner III<br>9146 |               | Description | Nurse,<br>Per Diem<br>9119 | Nurse Practitioner -<br>Per Diem<br>9160 |
|------------------------------------------------------------------|---------------------|---------------------------|---------------|----------------------------|---------------|-----------------------------|---------------|----------------------------|---------------|-------------------------------|---------------|--------------------------------|---------------|-------------|----------------------------|------------------------------------------|
|                                                                  |                     | Hourly                    | Monthly       | Hourly                     | Monthly       | Hourly                      | Monthly       | Hourly                     | Monthly       | Hourly                        | Monthly       | Hourly                         | Monthly       |             | Hourly                     | Hourly                                   |
|                                                                  | < 6 mos             | \$36.68                   | \$6,382.32    |                            |               |                             |               |                            |               |                               |               |                                |               |             |                            |                                          |
| 1                                                                | 1 year              |                           |               | \$40.05                    | \$6,968.70    | \$43.96                     | \$7,649.04    | \$50.42                    | \$8,773.08    | \$49.92                       | \$8,686.08    | \$54.95                        | \$9,561.30    | Weekday     | \$55.82                    | \$69.68                                  |
| 2                                                                | 2 years             |                           |               | \$40.82                    | \$7,102.68    | \$44.82                     | \$7,798.68    | \$51.42                    | \$8,947.08    | \$50.95                       | \$8,865.30    | \$56.01                        | \$9,745.74    | Weekend     | \$57.86                    | \$71.67                                  |
| 3                                                                | 3 years             |                           |               | \$41.65                    | \$7,247.10    | \$45.72                     | \$7,955.28    | \$52.45                    | \$9,126.30    | \$51.93                       | \$9,035.82    | \$57.13                        | \$9,940.62    |             |                            |                                          |
| 4                                                                | 4 years             |                           |               | \$42.48                    | \$7,391.52    | \$46.64                     | \$8,115.36    | \$53.50                    | \$9,309.00    | \$52.97                       | \$9,216.78    | \$58.29                        | \$10,142.46   |             |                            |                                          |
| 5                                                                | 5 years             |                           |               | \$43.33                    | \$7,539.42    | \$47.57                     | \$8,277.18    | \$54.54                    | \$9,489.96    | \$54.03                       | \$9,401.22    | \$59.46                        | \$10,346.04   |             |                            |                                          |
| 6                                                                | 6 years             |                           |               | \$44.19                    | \$7,689.06    | \$48.53                     | \$8,444.22    | \$55.66                    | \$9,684.84    | \$55.14                       | \$9,594.36    | \$60.66                        | \$10,554.84   |             |                            |                                          |
| 7                                                                | 7 years             |                           |               | \$45.08                    | \$7,843.92    | \$49.49                     | \$8,611.26    | \$56.75                    | \$9,874.50    | \$56.27                       | \$9,790.98    | \$61.87                        | \$10,765.38   |             |                            |                                          |
| 8                                                                | 8 years             |                           |               | \$45.99                    | \$8,002.26    | \$50.47                     | \$8,781.78    | \$57.91                    | \$10,076.34   | \$57.36                       | \$9,980.64    | \$63.10                        | \$10,979.40   |             |                            |                                          |
| 9                                                                | 9 years             |                           |               | \$46.92                    | \$8,164.08    | \$51.48                     | \$8,957.52    | \$59.04                    | \$10,272.96   | \$58.52                       | \$10,182.48   | \$64.38                        | \$11,202.12   |             |                            |                                          |
| 10                                                               | 10 years            |                           |               | \$47.85                    | \$8,325.90    | \$52.52                     | \$9,138.48    | \$60.23                    | \$10,480.02   | \$59.67                       | \$10,382.58   | \$65.63                        | \$11,419.62   |             |                            |                                          |
| 11                                                               | 11 years            |                           |               | \$48.81                    | \$8,492.94    | \$53.57                     | \$9,321.18    | \$61.44                    | \$10,690.56   | \$60.88                       | \$10,593.12   | \$66.98                        | \$11,654.52   |             |                            |                                          |
| 12                                                               | 15 years            |                           |               | \$49.78                    | \$8,661.72    | \$54.64                     | \$9,507.36    | \$62.67                    | \$10,904.58   | \$62.10                       | \$10,805.40   | \$68.32                        | \$11,887.68   |             |                            |                                          |
| 13                                                               | ≥ 20 years          |                           |               | \$50.77                    | \$8,833.98    | \$55.72                     | \$9,695.28    | \$63.91                    | \$11,120.34   | \$63.32                       | \$11,017.68   | \$69.67                        | \$12,122.58   |             |                            |                                          |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                           |               |                            |               |                             |               |                            |               |                               |               |                                |               |             |                            |                                          |
|                                                                  |                     | <b>Hourly</b>             | <b>Hourly</b> | <b>Hourly</b>              | <b>Hourly</b> | <b>Hourly</b>               | <b>Hourly</b> | <b>Hourly</b>              | <b>Hourly</b> | <b>Hourly</b>                 | <b>Hourly</b> | <b>Hourly</b>                  | <b>Hourly</b> |             | <b>Hourly</b>              | <b>Hourly</b>                            |
|                                                                  | <b>Eve</b>          | -                         | -             | -                          | -             | -                           | -             | -                          | -             | -                             | -             | -                              | -             |             | -                          | -                                        |
|                                                                  | <b>Night</b>        | -                         | -             | -                          | -             | -                           | -             | -                          | -             | -                             | -             | -                              | -             |             | -                          | -                                        |
|                                                                  | <b>Weekend</b>      | \$1.30                    | \$1.30        | \$1.30                     | \$1.30        | \$1.30                      | \$1.30        | \$1.30                     | \$1.30        | \$1.30                        | \$1.30        | \$1.30                         | \$1.30        |             | -                          | -                                        |
|                                                                  | <b>On-Call</b>      | -                         | -             | -                          | -             | -                           | -             | -                          | -             | -                             | -             | -                              | -             |             | -                          | -                                        |
|                                                                  | <b>Charge Nurse</b> | -                         | -             | -                          | -             | -                           | -             | -                          | -             | -                             | -             | -                              | -             |             | -                          | -                                        |

**UC SANTA CRUZ**  
Effective January 2020

| Step                                                             | Years of Experience | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |            | Nurse, Clinical III<br>9138 |            | Nurse, Clinical IV<br>9137 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Description | Nurse,<br>Per Diem<br>9119 | Nurse Practitioner -<br>Per Diem<br>9160 |
|------------------------------------------------------------------|---------------------|---------------------------|------------|----------------------------|------------|-----------------------------|------------|----------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|-------------|----------------------------|------------------------------------------|
|                                                                  |                     | Hourly                    | Monthly    | Hourly                     | Monthly    | Hourly                      | Monthly    | Hourly                     | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     |             | Hourly                     | Hourly                                   |
|                                                                  | < 6 mos             | \$37.78                   | \$6,573.79 |                            |            |                             |            |                            |             |                               |             |                                |             |             |                            |                                          |
| 1                                                                | 1 year              |                           |            | \$41.25                    | \$7,177.76 | \$45.28                     | \$7,878.51 | \$51.93                    | \$9,036.27  | \$51.42                       | \$8,946.66  | \$56.60                        | \$9,848.14  | Weekday     | \$57.49                    | \$71.77                                  |
| 2                                                                | 2 years             |                           |            | \$42.04                    | \$7,315.76 | \$46.16                     | \$8,032.64 | \$52.96                    | \$9,215.49  | \$52.48                       | \$9,131.26  | \$57.69                        | \$10,038.11 | Weekend     | \$59.60                    | \$73.82                                  |
| 3                                                                | 3 years             |                           |            | \$42.90                    | \$7,464.51 | \$47.09                     | \$8,193.94 | \$54.02                    | \$9,400.09  | \$53.49                       | \$9,306.89  | \$58.84                        | \$10,238.84 |             |                            |                                          |
| 4                                                                | 4 years             |                           |            | \$43.75                    | \$7,613.27 | \$48.04                     | \$8,358.82 | \$55.11                    | \$9,588.27  | \$54.56                       | \$9,493.28  | \$60.04                        | \$10,446.73 |             |                            |                                          |
| 5                                                                | 5 years             |                           |            | \$44.63                    | \$7,765.60 | \$49.00                     | \$8,525.50 | \$56.18                    | \$9,774.66  | \$55.65                       | \$9,683.26  | \$61.24                        | \$10,656.42 |             |                            |                                          |
| 6                                                                | 6 years             |                           |            | \$45.52                    | \$7,919.73 | \$49.99                     | \$8,697.55 | \$57.33                    | \$9,975.39  | \$56.79                       | \$9,882.19  | \$62.48                        | \$10,871.49 |             |                            |                                          |
| 7                                                                | 7 years             |                           |            | \$46.43                    | \$8,079.24 | \$50.97                     | \$8,869.60 | \$58.45                    | \$10,170.74 | \$57.96                       | \$10,084.71 | \$63.73                        | \$11,088.34 |             |                            |                                          |
| 8                                                                | 8 years             |                           |            | \$47.37                    | \$8,242.33 | \$51.98                     | \$9,045.23 | \$59.65                    | \$10,378.63 | \$59.08                       | \$10,280.06 | \$64.99                        | \$11,308.78 |             |                            |                                          |
| 9                                                                | 9 years             |                           |            | \$48.33                    | \$8,409.00 | \$53.02                     | \$9,226.25 | \$60.81                    | \$10,581.15 | \$60.28                       | \$10,487.95 | \$66.31                        | \$11,538.18 |             |                            |                                          |
| 10                                                               | 10 years            |                           |            | \$49.29                    | \$8,575.68 | \$54.10                     | \$9,412.63 | \$62.04                    | \$10,794.42 | \$61.46                       | \$10,694.06 | \$67.60                        | \$11,762.21 |             |                            |                                          |
| 11                                                               | 11 years            |                           |            | \$50.27                    | \$8,747.73 | \$55.18                     | \$9,600.82 | \$63.28                    | \$11,011.28 | \$62.71                       | \$10,910.91 | \$68.99                        | \$12,004.16 |             |                            |                                          |
| 12                                                               | 15 years            |                           |            | \$51.27                    | \$8,921.57 | \$56.28                     | \$9,792.58 | \$64.55                    | \$11,231.72 | \$63.96                       | \$11,129.56 | \$70.37                        | \$12,244.31 |             |                            |                                          |
| 13                                                               | ≥ 20 years          |                           |            | \$52.29                    | \$9,099.00 | \$57.39                     | \$9,986.14 | \$65.83                    | \$11,453.95 | \$65.22                       | \$11,348.21 | \$71.76                        | \$12,486.26 |             |                            |                                          |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                           |            |                            |            |                             |            |                            |             |                               |             |                                |             |             |                            |                                          |
|                                                                  |                     | <b>Hourly</b>             |            | <b>Hourly</b>              |            | <b>Hourly</b>               |            | <b>Hourly</b>              |             | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             |             | <b>Hourly</b>              | <b>Hourly</b>                            |
|                                                                  | Eve                 | -                         |            | -                          |            | -                           |            | -                          |             | -                             |             | -                              |             |             | -                          | -                                        |
|                                                                  | Night               | -                         |            | -                          |            | -                           |            | -                          |             | -                             |             | -                              |             |             | -                          | -                                        |
|                                                                  | Weekend             | \$1.30                    |            | \$1.30                     |            | \$1.30                      |            | \$1.30                     |             | \$1.30                        |             | \$1.30                         |             |             | -                          | -                                        |
|                                                                  | On-Call             | -                         |            | -                          |            | -                           |            | -                          |             | -                             |             | -                              |             |             | -                          | -                                        |
|                                                                  | Charge Nurse        | -                         |            | -                          |            | -                           |            | -                          |             | -                             |             | -                              |             |             | -                          | -                                        |

**UC SANTA CRUZ**  
Effective January 2021

|                                                                  | Years of Experience | Nurse, Clinical I<br>9140 |               | Nurse, Clinical II<br>9139 |               | Nurse, Clinical III<br>9138 |               | Nurse, Clinical IV<br>9137 |               | Nurse Practitioner II<br>9147 |               | Nurse Practitioner III<br>9146 |               | Description | Nurse,<br>Per Diem<br>9119 | Nurse Practitioner -<br>Per Diem<br>9160 |
|------------------------------------------------------------------|---------------------|---------------------------|---------------|----------------------------|---------------|-----------------------------|---------------|----------------------------|---------------|-------------------------------|---------------|--------------------------------|---------------|-------------|----------------------------|------------------------------------------|
|                                                                  |                     | Hourly                    | Monthly       | Hourly                     | Monthly       | Hourly                      | Monthly       | Hourly                     | Monthly       | Hourly                        | Monthly       | Hourly                         | Monthly       |             | Hourly                     | Hourly                                   |
|                                                                  | < 6 mos             | \$38.91                   | \$6,771.00    |                            |               |                             |               |                            |               |                               |               |                                |               |             |                            |                                          |
| 1                                                                | 1 year              |                           |               | \$42.49                    | \$7,393.09    | \$46.64                     | \$8,114.87    | \$53.49                    | \$9,307.36    | \$52.96                       | \$9,215.06    | \$58.30                        | \$10,143.58   | Weekday     | \$59.22                    | \$73.92                                  |
| 2                                                                | 2 years             |                           |               | \$43.31                    | \$7,535.23    | \$47.55                     | \$8,273.62    | \$54.55                    | \$9,491.96    | \$54.05                       | \$9,405.20    | \$59.42                        | \$10,339.26   | Weekend     | \$61.38                    | \$76.03                                  |
| 3                                                                | 3 years             |                           |               | \$44.19                    | \$7,688.45    | \$48.50                     | \$8,439.76    | \$55.64                    | \$9,682.09    | \$55.09                       | \$9,586.10    | \$60.61                        | \$10,546.00   |             |                            |                                          |
| 4                                                                | 4 years             |                           |               | \$45.07                    | \$7,841.66    | \$49.48                     | \$8,609.59    | \$56.76                    | \$9,875.92    | \$56.20                       | \$9,778.08    | \$61.84                        | \$10,760.14   |             |                            |                                          |
| 5                                                                | 5 years             |                           |               | \$45.97                    | \$7,998.57    | \$50.47                     | \$8,781.26    | \$57.86                    | \$10,067.90   | \$57.32                       | \$9,973.75    | \$63.08                        | \$10,976.11   |             |                            |                                          |
| 6                                                                | 6 years             |                           |               | \$46.88                    | \$8,157.32    | \$51.49                     | \$8,958.47    | \$59.05                    | \$10,274.65   | \$58.50                       | \$10,178.66   | \$64.35                        | \$11,197.63   |             |                            |                                          |
| 7                                                                | 7 years             |                           |               | \$47.83                    | \$8,321.61    | \$52.50                     | \$9,135.69    | \$60.21                    | \$10,475.86   | \$59.70                       | \$10,387.25   | \$65.64                        | \$11,420.99   |             |                            |                                          |
| 8                                                                | 8 years             |                           |               | \$48.79                    | \$8,489.60    | \$53.54                     | \$9,316.59    | \$61.44                    | \$10,689.99   | \$60.85                       | \$10,588.46   | \$66.94                        | \$11,648.05   |             |                            |                                          |
| 9                                                                | 9 years             |                           |               | \$49.78                    | \$8,661.27    | \$54.62                     | \$9,503.03    | \$62.64                    | \$10,898.58   | \$62.08                       | \$10,802.59   | \$68.30                        | \$11,884.33   |             |                            |                                          |
| 10                                                               | 10 years            |                           |               | \$50.76                    | \$8,832.95    | \$55.72                     | \$9,695.01    | \$63.90                    | \$11,118.25   | \$63.30                       | \$11,014.88   | \$69.63                        | \$12,115.07   |             |                            |                                          |
| 11                                                               | 11 years            |                           |               | \$51.78                    | \$9,010.16    | \$56.83                     | \$9,888.84    | \$65.18                    | \$11,341.62   | \$64.59                       | \$11,238.24   | \$71.06                        | \$12,364.28   |             |                            |                                          |
| 12                                                               | 15 years            |                           |               | \$52.81                    | \$9,189.22    | \$57.97                     | \$10,086.36   | \$66.49                    | \$11,568.67   | \$65.88                       | \$11,463.45   | \$72.48                        | \$12,611.64   |             |                            |                                          |
| 13                                                               | > 20 years          |                           |               | \$53.86                    | \$9,371.97    | \$59.11                     | \$10,285.72   | \$67.80                    | \$11,797.57   | \$67.18                       | \$11,688.66   | \$73.91                        | \$12,860.85   |             |                            |                                          |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                     |                           |               |                            |               |                             |               |                            |               |                               |               |                                |               |             |                            |                                          |
|                                                                  |                     | <b>Hourly</b>             | <b>Hourly</b> | <b>Hourly</b>              | <b>Hourly</b> | <b>Hourly</b>               | <b>Hourly</b> | <b>Hourly</b>              | <b>Hourly</b> | <b>Hourly</b>                 | <b>Hourly</b> | <b>Hourly</b>                  | <b>Hourly</b> |             | <b>Hourly</b>              | <b>Hourly</b>                            |
|                                                                  | <b>Eve</b>          | -                         | -             | -                          | -             | -                           | -             | -                          | -             | -                             | -             | -                              | -             |             | -                          | -                                        |
|                                                                  | <b>Night</b>        | -                         | -             | -                          | -             | -                           | -             | -                          | -             | -                             | -             | -                              | -             |             | -                          | -                                        |
|                                                                  | <b>Weekend</b>      | \$1.30                    | \$1.30        | \$1.30                     | \$1.30        | \$1.30                      | \$1.30        | \$1.30                     | \$1.30        | \$1.30                        | \$1.30        | \$1.30                         | \$1.30        |             | -                          | -                                        |
|                                                                  | <b>On-Call</b>      | -                         | -             | -                          | -             | -                           | -             | -                          | -             | -                             | -             | -                              | -             |             | -                          | -                                        |
|                                                                  | <b>Charge Nurse</b> | -                         | -             | -                          | -             | -                           | -             | -                          | -             | -                             | -             | -                              | -             |             | -                          | -                                        |

**UC SANTA CRUZ**  
Effective January 2022

|                                                                  | Years of Experience  | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |            | Nurse, Clinical III<br>9138 |             | Nurse, Clinical IV<br>9137 |             | Nurse Practitioner II<br>9147 |            | Nurse Practitioner III<br>9146 |             | Description | Nurse,<br>Per Diem<br>9119 | Nurse Practitioner -<br>Per Diem<br>9160 |
|------------------------------------------------------------------|----------------------|---------------------------|------------|----------------------------|------------|-----------------------------|-------------|----------------------------|-------------|-------------------------------|------------|--------------------------------|-------------|-------------|----------------------------|------------------------------------------|
|                                                                  |                      | Hourly                    | Monthly    | Hourly                     | Monthly    | Hourly                      | Monthly     | Hourly                     | Monthly     | Hourly                        | Monthly    | Hourly                         | Monthly     |             | Hourly                     | Hourly                                   |
|                                                                  | < 6 mos              | \$40.08                   | \$6,974.13 |                            |            |                             |             |                            |             |                               |            |                                |             |             |                            |                                          |
| <b>1</b>                                                         | <b>1 year</b>        |                           |            | \$43.76                    | \$7,614.89 | \$48.04                     | \$8,358.31  | \$55.10                    | \$9,586.58  | \$54.55                       | \$9,491.51 | \$60.05                        | \$10,447.89 | Weekday     | \$61.00                    | \$76.14                                  |
| <b>2</b>                                                         | <b>2 years</b>       |                           |            | \$44.61                    | \$7,761.29 | \$48.98                     | \$8,521.83  | \$56.19                    | \$9,776.72  | \$55.67                       | \$9,491.51 | \$61.20                        | \$10,649.43 | Weekend     | \$63.23                    | \$78.32                                  |
| <b>3</b>                                                         | <b>3 years</b>       |                           |            | \$45.51                    | \$7,919.10 | \$49.96                     | \$8,692.95  | \$57.31                    | \$9,972.55  | \$56.75                       | \$9,491.51 | \$62.43                        | \$10,862.38 |             |                            |                                          |
| <b>4</b>                                                         | <b>4 years</b>       |                           |            | \$46.42                    | \$8,076.91 | \$50.96                     | \$8,867.87  | \$58.46                    | \$10,172.20 | \$57.88                       | \$9,491.51 | \$63.70                        | \$11,082.94 |             |                            |                                          |
| <b>5</b>                                                         | <b>5 years</b>       |                           |            | \$47.35                    | \$8,238.53 | \$51.98                     | \$9,044.70  | \$59.60                    | \$10,369.94 | \$59.04                       | \$9,491.51 | \$64.97                        | \$11,305.40 |             |                            |                                          |
| <b>6</b>                                                         | <b>6 years</b>       |                           |            | \$48.29                    | \$8,402.04 | \$53.03                     | \$9,227.23  | \$60.82                    | \$10,582.89 | \$60.25                       | \$9,491.51 | \$66.28                        | \$11,533.56 |             |                            |                                          |
| <b>7</b>                                                         | <b>7 years</b>       |                           |            | \$49.26                    | \$8,571.26 | \$54.08                     | \$9,409.76  | \$62.01                    | \$10,790.13 | \$61.49                       | \$9,491.51 | \$67.61                        | \$11,763.62 |             |                            |                                          |
| <b>8</b>                                                         | <b>8 years</b>       |                           |            | \$50.25                    | \$8,744.29 | \$55.15                     | \$9,596.09  | \$63.28                    | \$11,010.69 | \$62.68                       | \$9,491.51 | \$68.95                        | \$11,997.49 |             |                            |                                          |
| <b>9</b>                                                         | <b>9 years</b>       |                           |            | \$51.27                    | \$8,921.11 | \$56.25                     | \$9,788.12  | \$64.51                    | \$11,225.54 | \$63.95                       | \$9,491.51 | \$70.35                        | \$12,240.86 |             |                            |                                          |
| <b>10</b>                                                        | <b>10 years</b>      |                           |            | \$52.29                    | \$9,097.94 | \$57.39                     | \$9,985.86  | \$65.81                    | \$11,451.80 | \$65.20                       | \$9,491.51 | \$71.72                        | \$12,478.53 |             |                            |                                          |
| <b>11</b>                                                        | <b>11 years</b>      |                           |            | \$53.34                    | \$9,280.46 | \$58.54                     | \$10,185.51 | \$67.14                    | \$11,681.86 | \$66.53                       | \$9,491.51 | \$73.19                        | \$12,735.21 |             |                            |                                          |
| <b>12</b>                                                        | <b>15 years</b>      |                           |            | \$54.40                    | \$9,464.90 | \$59.71                     | \$10,388.95 | \$68.48                    | \$11,915.73 | \$67.86                       | \$9,491.51 | \$74.66                        | \$12,989.99 |             |                            |                                          |
| <b>13</b>                                                        | <b>&gt; 20 years</b> |                           |            | \$55.48                    | \$9,653.13 | \$60.89                     | \$10,594.29 | \$69.84                    | \$12,151.50 | \$69.19                       | \$9,491.51 | \$76.13                        | \$13,246.67 |             |                            |                                          |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                      |                           |            |                            |            |                             |             |                            |             |                               |            |                                |             |             |                            |                                          |
|                                                                  |                      | <b>Hourly</b>             |            | <b>Hourly</b>              |            | <b>Hourly</b>               |             | <b>Hourly</b>              |             | <b>Hourly</b>                 |            | <b>Hourly</b>                  |             |             | <b>Hourly</b>              | <b>Hourly</b>                            |
|                                                                  | <b>Eve</b>           | -                         |            | -                          |            | -                           |             | -                          |             | -                             |            | -                              |             |             | -                          | -                                        |
|                                                                  | <b>Night</b>         | -                         |            | -                          |            | -                           |             | -                          |             | -                             |            | -                              |             |             | -                          | -                                        |
|                                                                  | <b>Weekend</b>       | \$1.30                    |            | \$1.30                     |            | \$1.30                      |             | \$1.30                     |             | \$1.30                        |            | \$1.30                         |             |             | -                          | -                                        |
|                                                                  | <b>On-Call</b>       | -                         |            | -                          |            | -                           |             | -                          |             | -                             |            | -                              |             |             | -                          | -                                        |
|                                                                  | <b>Charge Nurse</b>  | -                         |            | -                          |            | -                           |             | -                          |             | -                             |            | -                              |             |             | -                          | -                                        |

**UC SAN DIEGO  
Effective December 2018**

| Step                                                             | Years of Experience                       | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse, Clinical IV<br>9137 |             | Nurse, Administrative I<br>9134 |             |
|------------------------------------------------------------------|-------------------------------------------|---------------------------|------------|----------------------------|-------------|-----------------------------|-------------|----------------------------|-------------|---------------------------------|-------------|
|                                                                  |                                           | Hourly                    | Monthly    | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                     | Monthly     | Hourly                          | Monthly     |
|                                                                  | < 6 mos                                   | \$45.14                   | \$7,854.36 |                            |             |                             |             |                            |             |                                 |             |
| 1                                                                | 6 mos                                     |                           |            | \$45.61                    | \$7,936.14  | \$48.15                     | \$8,378.10  | \$52.27                    | \$9,094.98  | \$48.29                         | \$8,402.46  |
| 2                                                                | 1 year                                    |                           |            | \$46.54                    | \$8,097.96  | \$49.11                     | \$8,545.14  | \$53.32                    | \$9,277.68  | \$49.23                         | \$8,566.02  |
| 3                                                                | 2 years                                   |                           |            | \$47.45                    | \$8,256.30  | \$50.11                     | \$8,719.14  | \$54.38                    | \$9,462.12  | \$50.20                         | \$8,734.80  |
| 4                                                                | 3 years                                   |                           |            | \$48.40                    | \$8,421.60  | \$51.12                     | \$8,894.88  | \$55.46                    | \$9,650.04  | \$51.23                         | \$8,914.02  |
| 5                                                                | 4 years                                   |                           |            | \$49.39                    | \$8,593.86  | \$52.14                     | \$9,072.36  | \$56.58                    | \$9,844.92  | \$52.24                         | \$9,089.76  |
| 6                                                                | 5 years                                   |                           |            | \$50.37                    | \$8,764.38  | \$53.20                     | \$9,256.80  | \$57.70                    | \$10,039.80 | \$53.30                         | \$9,274.20  |
| 7                                                                | 6 years                                   |                           |            | \$51.37                    | \$8,938.38  | \$54.25                     | \$9,439.50  | \$58.86                    | \$10,241.64 | \$54.36                         | \$9,458.64  |
| 8                                                                | 7 years                                   |                           |            | \$52.41                    | \$9,119.34  | \$55.33                     | \$9,627.42  | \$60.04                    | \$10,446.96 | \$55.44                         | \$9,646.56  |
| 9                                                                | 8 years                                   |                           |            | \$53.47                    | \$9,303.78  | \$56.42                     | \$9,817.08  | \$61.23                    | \$10,654.02 | \$56.57                         | \$9,843.18  |
| 10                                                               | 9 years                                   |                           |            | \$54.52                    | \$9,486.48  | \$57.56                     | \$10,015.44 | \$62.47                    | \$10,869.78 | \$57.67                         | \$10,034.58 |
| 11                                                               | 10 years                                  |                           |            | \$55.61                    | \$9,676.14  | \$58.72                     | \$10,217.28 | \$63.71                    | \$11,085.54 | \$58.84                         | \$10,238.16 |
| 12                                                               | 11 years                                  |                           |            | \$56.70                    | \$9,865.80  | \$59.89                     | \$10,420.86 | \$64.98                    | \$11,306.52 | \$60.01                         | \$10,441.74 |
| 13                                                               | 12 years                                  |                           |            | \$57.88                    | \$10,071.12 | \$61.06                     | \$10,624.44 | \$66.27                    | \$11,530.98 | \$61.21                         | \$10,650.54 |
| 14                                                               | 13 years                                  |                           |            | \$59.02                    | \$10,269.48 | \$62.33                     | \$10,845.42 | \$67.61                    | \$11,764.14 | \$62.44                         | \$10,864.56 |
| 15                                                               | 14 years                                  |                           |            | \$60.20                    | \$10,474.80 | \$63.58                     | \$11,062.92 | \$68.97                    | \$12,000.78 | \$63.70                         | \$11,083.80 |
| 16                                                               | 15 < 20 years<br>& 10 years UC<br>Service |                           |            | \$61.42                    | \$10,687.08 | \$64.85                     | \$11,283.90 | \$70.37                    | \$12,244.38 | \$64.97                         | \$11,304.78 |
| 17                                                               | 20+ years &<br>15 years UC<br>Service     |                           |            | \$62.64                    | \$10,899.36 | \$66.14                     | \$11,508.36 | \$71.75                    | \$12,484.50 | \$66.27                         | \$11,530.98 |
| 18                                                               | More than 25<br>yrs nsg & 20<br>yrs at UC |                           |            | \$63.90                    | \$11,118.60 | \$67.45                     | \$11,736.30 | \$73.19                    | \$12,735.06 | \$67.59                         | \$11,760.66 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                           |                           |            |                            |             |                             |             |                            |             |                                 |             |
|                                                                  |                                           | <b>Hourly</b>             |            | <b>Hourly</b>              |             | <b>Hourly</b>               |             | <b>Hourly</b>              |             | <b>Hourly</b>                   |             |
|                                                                  | <b>Eve</b>                                | \$2.25                    |            | \$2.25                     |             | \$2.25                      |             | \$2.25                     |             | \$2.25                          |             |
|                                                                  | <b>Night</b>                              | \$4.00                    |            | \$4.00                     |             | \$4.00                      |             | \$4.00                     |             | \$4.00                          |             |
|                                                                  | <b>Weekend</b>                            | \$2.80                    |            | \$2.80                     |             | \$2.80                      |             | \$2.80                     |             | \$2.80                          |             |
|                                                                  | <b>On-Call</b>                            | \$9.50                    |            | \$9.50                     |             | \$9.50                      |             | \$9.50                     |             | \$9.50                          |             |
|                                                                  | <b>Charge Nurse</b>                       | -                         |            | \$2.50                     |             | \$2.50                      |             | -                          |             | -                               |             |

**UC SAN DIEGO**  
**Effective December 2018**

| Step                                                             | Years of Experience                       | Nurse Practitioner I<br>9148 |            | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse, Anesthetist<br>9144 |             | Nurse, Anesthetist, Sr.<br>Nex<br>7865 |             |
|------------------------------------------------------------------|-------------------------------------------|------------------------------|------------|-------------------------------|-------------|--------------------------------|-------------|----------------------------|-------------|----------------------------------------|-------------|
|                                                                  |                                           | Hourly                       | Monthly    | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                     | Monthly     | Hourly                                 | Monthly     |
| 1                                                                | <1 yr                                     | \$57.04                      | \$9,924.96 | \$58.20                       | \$10,126.80 | \$63.18                        | \$10,993.32 | \$82.74                    | \$14,396.76 | \$86.88                                | \$15,117.12 |
| 2                                                                | 1 yr                                      |                              |            | \$59.36                       | \$10,328.64 | \$64.46                        | \$11,216.04 | \$84.38                    | \$14,682.12 | \$88.63                                | \$15,421.62 |
| 3                                                                | 2 years                                   |                              |            | \$60.52                       | \$10,530.48 | \$65.73                        | \$11,437.02 | \$86.08                    | \$14,977.92 | \$90.41                                | \$15,731.34 |
| 4                                                                | 3 years                                   |                              |            | \$61.75                       | \$10,744.50 | \$67.04                        | \$11,664.96 | \$87.79                    | \$15,275.46 | \$92.22                                | \$16,046.28 |
| 5                                                                | 4 years                                   |                              |            | \$62.97                       | \$10,956.78 | \$68.38                        | \$11,898.12 | \$89.55                    | \$15,581.70 | \$94.06                                | \$16,366.44 |
| 6                                                                | 5 years                                   |                              |            | \$64.24                       | \$11,177.76 | \$69.74                        | \$12,134.76 | \$91.33                    | \$15,891.42 | \$95.95                                | \$16,695.30 |
| 7                                                                | 6 years                                   |                              |            | \$65.53                       | \$11,402.22 | \$71.17                        | \$12,383.58 | \$93.14                    | \$16,206.36 | \$97.86                                | \$17,027.64 |
| 8                                                                | 7 years                                   |                              |            | \$66.85                       | \$11,631.90 | \$72.59                        | \$12,630.66 | \$95.03                    | \$16,535.22 | \$99.83                                | \$17,370.42 |
| 9                                                                | 8 years                                   |                              |            | \$68.18                       | \$11,863.32 | \$74.02                        | \$12,879.48 | \$96.93                    | \$16,865.82 | \$101.83                               | \$17,718.42 |
| 10                                                               | 9 years                                   |                              |            | \$69.54                       | \$12,099.96 | \$75.51                        | \$13,138.74 | \$98.86                    | \$17,201.64 | \$103.88                               | \$18,075.12 |
| 11                                                               | 10 years                                  |                              |            | \$70.93                       | \$12,341.82 | \$77.02                        | \$13,401.48 | \$100.86                   | \$17,549.64 | \$105.95                               | \$18,435.30 |
| 12                                                               | 11 years                                  |                              |            | \$72.35                       | \$12,588.90 | \$78.55                        | \$13,667.70 | \$102.88                   | \$17,901.12 | \$108.07                               | \$18,804.18 |
| 13                                                               | 12 years                                  |                              |            | \$73.81                       | \$12,842.94 | \$80.13                        | \$13,942.62 | \$104.93                   | \$18,257.82 | \$110.23                               | \$19,180.02 |
| 14                                                               | 13 years                                  |                              |            | \$75.26                       | \$13,095.24 | \$81.72                        | \$14,219.28 | \$107.02                   | \$18,621.48 | \$112.42                               | \$19,561.08 |
| 15                                                               | 14 years                                  |                              |            | \$76.78                       | \$13,359.72 | \$83.38                        | \$14,508.12 | \$109.16                   | \$18,993.84 | \$114.67                               | \$19,952.58 |
| 16                                                               | 15 < 20 years<br>& 10 years<br>UC Service |                              |            | \$78.29                       | \$13,622.46 | \$85.05                        | \$14,798.70 | \$111.35                   | \$19,374.90 | \$116.97                               | \$20,352.78 |
| 17                                                               | 20+ years &<br>15 years UC<br>Service     |                              |            | \$79.88                       | \$13,899.12 | \$86.74                        | \$15,092.76 | \$113.59                   | \$19,764.66 | \$119.32                               | \$20,761.68 |
| 18                                                               | More than 25<br>yrs nsg & 20<br>yrs at UC |                              |            | \$81.47                       | \$14,175.78 | \$88.47                        | \$15,393.78 | \$115.86                   | \$20,159.64 | \$121.68                               | \$21,172.32 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                           |                              |            |                               |             |                                |             |                            |             |                                        |             |
|                                                                  |                                           | <b>Hourly</b>                |            | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>              |             | <b>Hourly</b>                          |             |
|                                                                  | <b>Eve</b>                                | \$2.25                       |            | \$2.25                        |             | \$2.25                         |             | \$2.25                     |             | \$2.25                                 |             |
|                                                                  | <b>Night</b>                              | \$4.00                       |            | \$4.00                        |             | \$4.00                         |             | \$4.00                     |             | \$4.00                                 |             |
|                                                                  | <b>Weekend</b>                            | \$2.80                       |            | \$2.80                        |             | \$2.80                         |             | \$2.80                     |             | \$2.80                                 |             |
|                                                                  | <b>On-Call</b>                            | \$9.50                       |            | \$9.50                        |             | \$9.50                         |             | \$9.50                     |             | \$9.50                                 |             |
|                                                                  | <b>Charge Nurse</b>                       | -                            |            | -                             |             | -                              |             | -                          |             | -                                      |             |



| <b>UC SAN DIEGO</b>                                              |                                      |                                                   |                                                  |                                                       |
|------------------------------------------------------------------|--------------------------------------|---------------------------------------------------|--------------------------------------------------|-------------------------------------------------------|
| <b>Effective December 2018</b>                                   |                                      |                                                   |                                                  |                                                       |
| <b>Step</b>                                                      | <b>Nurse -<br/>Per Diem<br/>9119</b> | <b>Nurse Practitioner -<br/>Per Diem<br/>9160</b> | <b>Nurse Anesthetist -<br/>Per Diem<br/>9122</b> | <b>Nurse Anesthetist,<br/>Sr. - Per Diem<br/>9121</b> |
|                                                                  | <b>Hourly</b>                        | <b>Hourly</b>                                     | <b>Hourly</b>                                    | <b>Hourly</b>                                         |
| <b>1</b>                                                         | \$62.69                              | \$81.42                                           | \$109.36                                         | \$118.52                                              |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                      |                                                   |                                                  |                                                       |
|                                                                  | <b>Hourly</b>                        | <b>Hourly</b>                                     | <b>Hourly</b>                                    | <b>Hourly</b>                                         |
| <b>Eve</b>                                                       | \$2.25                               | \$2.25                                            | \$2.25                                           | \$2.25                                                |
| <b>Night</b>                                                     | \$4.00                               | \$4.00                                            | \$4.00                                           | \$4.00                                                |
| <b>Weekend</b>                                                   | \$2.80                               | \$2.80                                            | \$2.80                                           | \$2.80                                                |
| <b>On-Call</b>                                                   | \$9.50                               | \$9.50                                            | \$9.50                                           | \$9.50                                                |
| <b>Charge Nurse</b>                                              | -                                    | -                                                 | -                                                | -                                                     |

**UC SAN DIEGO**  
**Effective January 2019**

| Step                                                             | Years of Experience                       | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse, Anesthetist<br>9144 |             | Nurse, Anesthetist, Sr.<br>Nex<br>7865 |             |
|------------------------------------------------------------------|-------------------------------------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|----------------------------|-------------|----------------------------------------|-------------|
|                                                                  |                                           | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                     | Monthly     | Hourly                                 | Monthly     |
| 1                                                                | <1 yr                                     | \$59.32                      | \$10,321.68 | \$60.53                       | \$10,532.22 | \$65.71                        | \$11,433.54 | \$86.05                    | \$14,972.70 | \$90.36                                | \$15,722.64 |
| 2                                                                | 1 yr                                      |                              |             | \$61.73                       | \$10,741.02 | \$67.04                        | \$11,664.96 | \$87.76                    | \$15,270.24 | \$92.18                                | \$16,039.32 |
| 3                                                                | 2 years                                   |                              |             | \$62.94                       | \$10,951.56 | \$68.36                        | \$11,894.64 | \$89.52                    | \$15,576.48 | \$94.03                                | \$16,361.22 |
| 4                                                                | 3 years                                   |                              |             | \$64.22                       | \$11,174.28 | \$69.72                        | \$12,131.28 | \$91.30                    | \$15,886.20 | \$95.91                                | \$16,688.34 |
| 5                                                                | 4 years                                   |                              |             | \$65.49                       | \$11,395.26 | \$71.12                        | \$12,374.88 | \$93.13                    | \$16,204.62 | \$97.82                                | \$17,020.68 |
| 6                                                                | 5 years                                   |                              |             | \$66.81                       | \$11,624.94 | \$72.53                        | \$12,620.22 | \$94.98                    | \$16,526.52 | \$99.79                                | \$17,363.46 |
| 7                                                                | 6 years                                   |                              |             | \$68.15                       | \$11,858.10 | \$74.02                        | \$12,879.48 | \$96.87                    | \$16,855.38 | \$101.77                               | \$17,707.98 |
| 8                                                                | 7 years                                   |                              |             | \$69.52                       | \$12,096.48 | \$75.49                        | \$13,135.26 | \$98.83                    | \$17,196.42 | \$103.82                               | \$18,064.68 |
| 9                                                                | 8 years                                   |                              |             | \$70.91                       | \$12,338.34 | \$76.98                        | \$13,394.52 | \$100.81                   | \$17,540.94 | \$105.90                               | \$18,426.60 |
| 10                                                               | 9 years                                   |                              |             | \$72.32                       | \$12,583.68 | \$78.53                        | \$13,664.22 | \$102.81                   | \$17,888.94 | \$108.04                               | \$18,798.96 |
| 11                                                               | 10 years                                  |                              |             | \$73.77                       | \$12,835.98 | \$80.10                        | \$13,937.40 | \$104.89                   | \$18,250.86 | \$110.19                               | \$19,173.06 |
| 12                                                               | 11 years                                  |                              |             | \$75.24                       | \$13,091.76 | \$81.69                        | \$14,214.06 | \$107.00                   | \$18,618.00 | \$112.39                               | \$19,555.86 |
| 13                                                               | 12 years                                  |                              |             | \$76.76                       | \$13,356.24 | \$83.34                        | \$14,501.16 | \$109.13                   | \$18,988.62 | \$114.64                               | \$19,947.36 |
| 14                                                               | 13 years                                  |                              |             | \$78.27                       | \$13,618.98 | \$84.99                        | \$14,788.26 | \$111.30                   | \$19,366.20 | \$116.92                               | \$20,344.08 |
| 15                                                               | 14 years                                  |                              |             | \$79.85                       | \$13,893.90 | \$86.72                        | \$15,089.28 | \$113.53                   | \$19,754.22 | \$119.26                               | \$20,751.24 |
| 16                                                               | 15 < 20 years &<br>10 years UC<br>Service |                              |             | \$81.42                       | \$14,167.08 | \$88.45                        | \$15,390.30 | \$115.80                   | \$20,149.20 | \$121.65                               | \$21,167.10 |
| 17                                                               | 20+ years & 15<br>years UC<br>Service     |                              |             | \$83.08                       | \$14,455.92 | \$90.21                        | \$15,696.54 | \$118.13                   | \$20,554.62 | \$124.09                               | \$21,591.66 |
| 18                                                               | More than 25<br>yrs nsg & 20<br>yrs at UC |                              |             | \$84.73                       | \$14,743.02 | \$92.01                        | \$16,009.74 | \$120.49                   | \$20,965.26 | \$126.55                               | \$22,019.70 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                           |                              |             |                               |             |                                |             |                            |             |                                        |             |
|                                                                  |                                           | <b>Hourly</b>                |             | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>              |             | <b>Hourly</b>                          |             |
|                                                                  | <b>Eve</b>                                | \$2.25                       |             | \$2.25                        |             | \$2.25                         |             | \$2.25                     |             | \$2.25                                 |             |
|                                                                  | <b>Night</b>                              | \$4.00                       |             | \$4.00                        |             | \$4.00                         |             | \$4.00                     |             | \$4.00                                 |             |
|                                                                  | <b>Weekend</b>                            | \$2.80                       |             | \$2.80                        |             | \$2.80                         |             | \$2.80                     |             | \$2.80                                 |             |
|                                                                  | <b>On-Call</b>                            | \$9.50                       |             | \$9.50                        |             | \$9.50                         |             | \$9.50                     |             | \$9.50                                 |             |
|                                                                  | <b>Charge Nurse</b>                       | -                            |             | -                             |             | -                              |             | -                          |             | -                                      |             |

| <b>UC SAN DIEGO</b>                                              |                                      |                                                   |                                                  |                                                       |
|------------------------------------------------------------------|--------------------------------------|---------------------------------------------------|--------------------------------------------------|-------------------------------------------------------|
| <b>Effective January 2019</b>                                    |                                      |                                                   |                                                  |                                                       |
| <b>Step</b>                                                      | <b>Nurse -<br/>Per Diem<br/>9119</b> | <b>Nurse Practitioner -<br/>Per Diem<br/>9160</b> | <b>Nurse Anesthetist -<br/>Per Diem<br/>9122</b> | <b>Nurse Anesthetist, Sr.<br/>- Per Diem<br/>9121</b> |
|                                                                  | <b>Hourly</b>                        | <b>Hourly</b>                                     | <b>Hourly</b>                                    | <b>Hourly</b>                                         |
| <b>1</b>                                                         | \$65.20                              | \$84.68                                           | \$113.73                                         | \$123.26                                              |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                      |                                                   |                                                  |                                                       |
|                                                                  | <b>Hourly</b>                        | <b>Hourly</b>                                     | <b>Hourly</b>                                    | <b>Hourly</b>                                         |
| <b>Eve</b>                                                       | \$2.25                               | \$2.25                                            | \$2.25                                           | \$2.25                                                |
| <b>Night</b>                                                     | \$4.00                               | \$4.00                                            | \$4.00                                           | \$4.00                                                |
| <b>Weekend</b>                                                   | \$2.80                               | \$2.80                                            | \$2.80                                           | \$2.80                                                |
| <b>On-Call</b>                                                   | \$9.50                               | \$9.50                                            | \$9.50                                           | \$9.50                                                |
| <b>Charge Nurse</b>                                              | -                                    | -                                                 | -                                                | -                                                     |

**UC SAN DIEGO**  
Effective January 2020

| Step                                                             | Years of Experience                                       | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse, Clinical IV<br>9137 |             | Nurse, Administrative I<br>9134 |             |
|------------------------------------------------------------------|-----------------------------------------------------------|---------------------------|------------|----------------------------|-------------|-----------------------------|-------------|----------------------------|-------------|---------------------------------|-------------|
|                                                                  |                                                           | Hourly                    | Monthly    | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                     | Monthly     | Hourly                          | Monthly     |
|                                                                  | < 6 mos                                                   | \$48.36                   | \$8,414.38 |                            |             |                             |             |                            |             |                                 |             |
| <b>1</b>                                                         | <b>6 mos</b>                                              |                           |            | \$48.85                    | \$8,500.40  | \$51.58                     | \$8,975.34  | \$55.99                    | \$9,742.40  | \$51.73                         | \$9,000.43  |
| <b>2</b>                                                         | <b>1 year</b>                                             |                           |            | \$49.85                    | \$8,674.25  | \$52.60                     | \$9,152.77  | \$57.11                    | \$9,937.75  | \$52.74                         | \$9,176.06  |
| <b>3</b>                                                         | <b>2 years</b>                                            |                           |            | \$50.83                    | \$8,844.51  | \$53.67                     | \$9,339.15  | \$58.26                    | \$10,136.68 | \$53.78                         | \$9,357.08  |
| <b>4</b>                                                         | <b>3 years</b>                                            |                           |            | \$51.85                    | \$9,021.93  | \$54.75                     | \$9,527.34  | \$59.41                    | \$10,337.41 | \$54.88                         | \$9,548.84  |
| <b>5</b>                                                         | <b>4 years</b>                                            |                           |            | \$52.91                    | \$9,206.53  | \$55.86                     | \$9,719.10  | \$60.61                    | \$10,545.30 | \$55.96                         | \$9,737.02  |
| <b>6</b>                                                         | <b>5 years</b>                                            |                           |            | \$53.95                    | \$9,387.54  | \$56.99                     | \$9,916.24  | \$61.81                    | \$10,754.99 | \$57.09                         | \$9,934.16  |
| <b>7</b>                                                         | <b>6 years</b>                                            |                           |            | \$55.02                    | \$9,573.93  | \$58.11                     | \$10,111.59 | \$63.05                    | \$10,970.06 | \$58.23                         | \$10,131.31 |
| <b>8</b>                                                         | <b>7 years</b>                                            |                           |            | \$56.15                    | \$9,769.28  | \$59.27                     | \$10,312.32 | \$64.31                    | \$11,190.50 | \$59.39                         | \$10,333.83 |
| <b>9</b>                                                         | <b>8 years</b>                                            |                           |            | \$57.28                    | \$9,966.42  | \$60.44                     | \$10,516.63 | \$65.59                    | \$11,412.73 | \$60.59                         | \$10,543.51 |
| <b>10</b>                                                        | <b>9 years</b>                                            |                           |            | \$58.40                    | \$10,161.77 | \$61.66                     | \$10,728.11 | \$66.92                    | \$11,643.92 | \$61.78                         | \$10,749.62 |
| <b>11</b>                                                        | <b>10 years</b>                                           |                           |            | \$59.56                    | \$10,364.29 | \$62.90                     | \$10,944.97 | \$68.25                    | \$11,875.12 | \$63.03                         | \$10,966.47 |
| <b>12</b>                                                        | <b>11 years</b>                                           |                           |            | \$60.74                    | \$10,568.60 | \$64.16                     | \$11,163.61 | \$69.61                    | \$12,111.69 | \$64.28                         | \$11,185.12 |
| <b>13</b>                                                        | <b>12 years</b>                                           |                           |            | \$62.01                    | \$10,789.04 | \$65.41                     | \$11,380.47 | \$70.99                    | \$12,351.84 | \$65.57                         | \$11,409.15 |
| <b>14</b>                                                        | <b>13 years</b>                                           |                           |            | \$63.22                    | \$11,000.52 | \$66.76                     | \$11,617.04 | \$72.42                    | \$12,600.96 | \$66.89                         | \$11,638.55 |
| <b>15</b>                                                        | <b>14 years</b>                                           |                           |            | \$64.49                    | \$11,220.96 | \$68.10                     | \$11,850.03 | \$73.88                    | \$12,855.45 | \$68.24                         | \$11,873.33 |
| <b>16</b>                                                        | <b>15 &lt; 20 years &amp;<br/>10 years UC<br/>Service</b> |                           |            | \$65.80                    | \$11,448.57 | \$69.46                     | \$12,086.60 | \$75.38                    | \$13,115.32 | \$69.60                         | \$12,109.90 |
| <b>17</b>                                                        | <b>20+ years &amp; 15<br/>years UC<br/>Service</b>        |                           |            | \$67.10                    | \$11,676.18 | \$70.85                     | \$12,328.54 | \$76.86                    | \$13,373.40 | \$70.99                         | \$12,351.84 |
| <b>18</b>                                                        | <b>More than 25<br/>yrs nsg &amp; 20<br/>yrs at UC</b>    |                           |            | \$68.45                    | \$11,910.96 | \$72.25                     | \$12,572.28 | \$78.40                    | \$13,642.23 | \$72.40                         | \$12,597.37 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                                           |                           |            |                            |             |                             |             |                            |             |                                 |             |
|                                                                  |                                                           | <b>Hourly</b>             |            | <b>Hourly</b>              |             | <b>Hourly</b>               |             | <b>Hourly</b>              |             | <b>Hourly</b>                   |             |
|                                                                  | <b>Eve</b>                                                | \$2.25                    |            | \$2.25                     |             | \$2.25                      |             | \$2.25                     |             | \$2.25                          |             |
|                                                                  | <b>Night</b>                                              | \$4.00                    |            | \$4.00                     |             | \$4.00                      |             | \$4.00                     |             | \$4.00                          |             |
|                                                                  | <b>Weekend</b>                                            | \$2.80                    |            | \$2.80                     |             | \$2.80                      |             | \$2.80                     |             | \$2.80                          |             |
|                                                                  | <b>On-Call</b>                                            | \$9.50                    |            | \$9.50                     |             | \$9.50                      |             | \$9.50                     |             | \$9.50                          |             |
|                                                                  | <b>Charge Nurse</b>                                       | -                         |            | \$2.50                     |             | \$2.50                      |             | -                          |             | -                               |             |

**UC SAN DIEGO**  
**Effective January 2020**

| Step                                                             | Years of Experience                       | Nurse Practitioner I<br>9148 |             | Nurse Practioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse, Anesthetist<br>9144 |             | Nurse, Anesthetist, Sr. Nex<br>7865 |             |
|------------------------------------------------------------------|-------------------------------------------|------------------------------|-------------|-----------------------------|-------------|--------------------------------|-------------|----------------------------|-------------|-------------------------------------|-------------|
|                                                                  |                                           | Hourly                       | Monthly     | Hourly                      | Monthly     | Hourly                         | Monthly     | Hourly                     | Monthly     | Hourly                              | Monthly     |
| 1                                                                | <1 yr                                     | \$61.10                      | \$10,631.33 | \$62.35                     | \$10,848.19 | \$67.68                        | \$11,776.55 | \$88.63                    | \$15,421.88 | \$93.07                             | \$16,194.32 |
| 2                                                                | 1 yr                                      |                              |             | \$63.58                     | \$11,063.25 | \$69.05                        | \$12,014.91 | \$90.39                    | \$15,728.35 | \$94.95                             | \$16,520.50 |
| 3                                                                | 2 years                                   |                              |             | \$64.83                     | \$11,280.11 | \$70.41                        | \$12,251.48 | \$92.21                    | \$16,043.77 | \$96.85                             | \$16,852.06 |
| 4                                                                | 3 years                                   |                              |             | \$66.15                     | \$11,509.51 | \$71.81                        | \$12,495.22 | \$94.04                    | \$16,362.79 | \$98.79                             | \$17,188.99 |
| 5                                                                | 4 years                                   |                              |             | \$67.45                     | \$11,737.12 | \$73.25                        | \$12,746.13 | \$95.92                    | \$16,690.76 | \$100.75                            | \$17,531.30 |
| 6                                                                | 5 years                                   |                              |             | \$68.81                     | \$11,973.69 | \$74.71                        | \$12,998.83 | \$97.83                    | \$17,022.32 | \$102.78                            | \$17,884.36 |
| 7                                                                | 6 years                                   |                              |             | \$70.19                     | \$12,213.84 | \$76.24                        | \$13,265.86 | \$99.78                    | \$17,361.04 | \$104.82                            | \$18,239.22 |
| 8                                                                | 7 years                                   |                              |             | \$71.61                     | \$12,459.37 | \$77.75                        | \$13,529.32 | \$101.79                   | \$17,712.31 | \$106.93                            | \$18,606.62 |
| 9                                                                | 8 years                                   |                              |             | \$73.04                     | \$12,708.49 | \$79.29                        | \$13,796.36 | \$103.83                   | \$18,067.17 | \$109.08                            | \$18,979.40 |
| 10                                                               | 9 years                                   |                              |             | \$74.49                     | \$12,961.19 | \$80.89                        | \$14,074.15 | \$105.89                   | \$18,425.61 | \$111.28                            | \$19,362.93 |
| 11                                                               | 10 years                                  |                              |             | \$75.98                     | \$13,221.06 | \$82.50                        | \$14,355.52 | \$108.04                   | \$18,798.39 | \$113.50                            | \$19,748.25 |
| 12                                                               | 11 years                                  |                              |             | \$77.50                     | \$13,484.51 | \$84.14                        | \$14,640.48 | \$110.21                   | \$19,176.54 | \$115.76                            | \$20,142.54 |
| 13                                                               | 12 years                                  |                              |             | \$79.06                     | \$13,756.93 | \$85.84                        | \$14,936.19 | \$112.40                   | \$19,558.28 | \$118.08                            | \$20,545.78 |
| 14                                                               | 13 years                                  |                              |             | \$80.62                     | \$14,027.55 | \$87.54                        | \$15,231.91 | \$114.64                   | \$19,947.19 | \$120.43                            | \$20,954.40 |
| 15                                                               | 14 years                                  |                              |             | \$82.25                     | \$14,310.72 | \$89.32                        | \$15,541.96 | \$116.94                   | \$20,346.85 | \$122.84                            | \$21,373.78 |
| 16                                                               | 15 < 20 years &<br>10 years UC<br>Service |                              |             | \$83.86                     | \$14,592.09 | \$91.10                        | \$15,852.01 | \$119.27                   | \$20,753.68 | \$125.30                            | \$21,802.11 |
| 17                                                               | 20+ years & 15<br>years UC<br>Service     |                              |             | \$85.57                     | \$14,889.60 | \$92.92                        | \$16,167.44 | \$121.67                   | \$21,171.26 | \$127.81                            | \$22,239.41 |
| 18                                                               | More than 25<br>yrs nsg & 20<br>yrs at UC |                              |             | \$87.27                     | \$15,185.31 | \$94.77                        | \$16,490.03 | \$124.10                   | \$21,594.22 | \$130.35                            | \$22,680.29 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                           |                              |             |                             |             |                                |             |                            |             |                                     |             |
|                                                                  |                                           | <b>Hourly</b>                |             | <b>Hourly</b>               |             | <b>Hourly</b>                  |             | <b>Hourly</b>              |             | <b>Hourly</b>                       |             |
|                                                                  | <b>Eve</b>                                | \$2.25                       |             | \$2.25                      |             | \$2.25                         |             | \$2.25                     |             | \$2.25                              |             |
|                                                                  | <b>Night</b>                              | \$4.00                       |             | \$4.00                      |             | \$4.00                         |             | \$4.00                     |             | \$4.00                              |             |
|                                                                  | <b>Weekend</b>                            | \$2.80                       |             | \$2.80                      |             | \$2.80                         |             | \$2.80                     |             | \$2.80                              |             |
|                                                                  | <b>On-Call</b>                            | \$9.50                       |             | \$9.50                      |             | \$9.50                         |             | \$9.50                     |             | \$9.50                              |             |
|                                                                  | <b>Charge Nurse</b>                       | -                            |             | -                           |             | -                              |             | -                          |             | -                                   |             |

| <b>UC SAN DIEGO</b>                                              |                                      |                                                   |                                                  |                                                       |
|------------------------------------------------------------------|--------------------------------------|---------------------------------------------------|--------------------------------------------------|-------------------------------------------------------|
| <b>Effective January 2020</b>                                    |                                      |                                                   |                                                  |                                                       |
| <b>Step</b>                                                      | <b>Nurse -<br/>Per Diem<br/>9119</b> | <b>Nurse Practitioner -<br/>Per Diem<br/>9160</b> | <b>Nurse Anesthetist -<br/>Per Diem<br/>9122</b> | <b>Nurse Anesthetist, Sr. -<br/>Per Diem<br/>9121</b> |
|                                                                  | <b>Hourly</b>                        | <b>Hourly</b>                                     | <b>Hourly</b>                                    | <b>Hourly</b>                                         |
| <b>1</b>                                                         | \$67.16                              | \$87.22                                           | \$117.14                                         | \$126.96                                              |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                      |                                                   |                                                  |                                                       |
|                                                                  | <b>Hourly</b>                        | <b>Hourly</b>                                     | <b>Hourly</b>                                    | <b>Hourly</b>                                         |
| <b>Eve</b>                                                       | \$2.25                               | \$2.25                                            | \$2.25                                           | \$2.25                                                |
| <b>Night</b>                                                     | \$4.00                               | \$4.00                                            | \$4.00                                           | \$4.00                                                |
| <b>Weekend</b>                                                   | \$2.80                               | \$2.80                                            | \$2.80                                           | \$2.80                                                |
| <b>On-Call</b>                                                   | \$9.50                               | \$9.50                                            | \$9.50                                           | \$9.50                                                |
| <b>Charge Nurse</b>                                              | -                                    | -                                                 | -                                                | -                                                     |

**UC SAN DIEGO**  
Effective January 2021

| Step                                                             | Years of Experience                                       | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse, Clinical IV<br>9137 |             | Nurse, Administrative I<br>9134 |             |
|------------------------------------------------------------------|-----------------------------------------------------------|---------------------------|------------|----------------------------|-------------|-----------------------------|-------------|----------------------------|-------------|---------------------------------|-------------|
|                                                                  |                                                           | Hourly                    | Monthly    | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                     | Monthly     | Hourly                          | Monthly     |
|                                                                  | < 6 mos                                                   | \$50.29                   | \$8,750.96 |                            |             |                             |             |                            |             |                                 |             |
| <b>1</b>                                                         | <b>6 mos</b>                                              |                           |            | \$50.80                    | \$8,840.42  | \$53.64                     | \$9,334.35  | \$58.23                    | \$10,132.10 | \$53.80                         | \$9,360.45  |
| <b>2</b>                                                         | <b>1 year</b>                                             |                           |            | \$51.84                    | \$9,021.22  | \$54.70                     | \$9,518.88  | \$59.39                    | \$10,335.26 | \$54.85                         | \$9,543.10  |
| <b>3</b>                                                         | <b>2 years</b>                                            |                           |            | \$52.86                    | \$9,198.29  | \$55.82                     | \$9,712.72  | \$60.59                    | \$10,542.15 | \$55.93                         | \$9,731.36  |
| <b>4</b>                                                         | <b>3 years</b>                                            |                           |            | \$53.92                    | \$9,382.81  | \$56.94                     | \$9,908.43  | \$61.79                    | \$10,750.91 | \$57.08                         | \$9,930.79  |
| <b>5</b>                                                         | <b>4 years</b>                                            |                           |            | \$55.03                    | \$9,574.79  | \$58.09                     | \$10,107.86 | \$63.03                    | \$10,967.11 | \$58.20                         | \$10,126.50 |
| <b>6</b>                                                         | <b>5 years</b>                                            |                           |            | \$56.11                    | \$9,763.04  | \$59.27                     | \$10,312.89 | \$64.28                    | \$11,185.19 | \$59.37                         | \$10,331.53 |
| <b>7</b>                                                         | <b>6 years</b>                                            |                           |            | \$57.22                    | \$9,956.89  | \$60.43                     | \$10,516.05 | \$65.57                    | \$11,408.86 | \$60.56                         | \$10,536.56 |
| <b>8</b>                                                         | <b>7 years</b>                                            |                           |            | \$58.40                    | \$10,160.05 | \$61.64                     | \$10,724.81 | \$66.88                    | \$11,638.12 | \$61.77                         | \$10,747.18 |
| <b>9</b>                                                         | <b>8 years</b>                                            |                           |            | \$59.57                    | \$10,365.08 | \$62.86                     | \$10,937.30 | \$68.21                    | \$11,869.24 | \$63.01                         | \$10,965.25 |
| <b>10</b>                                                        | <b>9 years</b>                                            |                           |            | \$60.74                    | \$10,568.24 | \$64.13                     | \$11,157.23 | \$69.60                    | \$12,109.68 | \$64.25                         | \$11,179.60 |
| <b>11</b>                                                        | <b>10 years</b>                                           |                           |            | \$61.94                    | \$10,778.86 | \$65.42                     | \$11,382.77 | \$70.98                    | \$12,350.12 | \$65.55                         | \$11,405.13 |
| <b>12</b>                                                        | <b>11 years</b>                                           |                           |            | \$63.17                    | \$10,991.34 | \$66.73                     | \$11,610.15 | \$72.39                    | \$12,596.16 | \$66.85                         | \$11,632.52 |
| <b>13</b>                                                        | <b>12 years</b>                                           |                           |            | \$64.49                    | \$11,220.60 | \$68.03                     | \$11,835.69 | \$73.83                    | \$12,845.91 | \$68.19                         | \$11,865.52 |
| <b>14</b>                                                        | <b>13 years</b>                                           |                           |            | \$65.75                    | \$11,440.54 | \$69.43                     | \$12,081.72 | \$75.32                    | \$13,105.00 | \$69.57                         | \$12,104.09 |
| <b>15</b>                                                        | <b>14 years</b>                                           |                           |            | \$67.07                    | \$11,669.80 | \$70.82                     | \$12,324.03 | \$76.84                    | \$13,369.67 | \$70.97                         | \$12,348.26 |
| <b>16</b>                                                        | <b>15 &lt; 20 years &amp;<br/>10 years UC<br/>Service</b> |                           |            | \$68.43                    | \$11,906.51 | \$72.24                     | \$12,570.06 | \$78.40                    | \$13,639.93 | \$72.38                         | \$12,594.30 |
| <b>21</b>                                                        | <b>20+ years &amp; 15<br/>years UC<br/>Service</b>        |                           |            | \$69.78                    | \$12,143.23 | \$73.68                     | \$12,821.68 | \$79.93                    | \$13,908.34 | \$73.83                         | \$12,845.91 |
| <b>18</b>                                                        | <b>More than 25<br/>yrs nsg &amp; 20<br/>yrs at UC</b>    |                           |            | \$71.19                    | \$12,387.40 | \$75.14                     | \$13,075.17 | \$81.54                    | \$14,187.92 | \$75.30                         | \$13,101.26 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                                           |                           |            |                            |             |                             |             |                            |             |                                 |             |
|                                                                  |                                                           | <b>Hourly</b>             |            | <b>Hourly</b>              |             | <b>Hourly</b>               |             | <b>Hourly</b>              |             | <b>Hourly</b>                   |             |
|                                                                  | <b>Eve</b>                                                | \$2.25                    |            | \$2.25                     |             | \$2.25                      |             | \$2.25                     |             | \$2.25                          |             |
|                                                                  | <b>Night</b>                                              | \$4.00                    |            | \$4.00                     |             | \$4.00                      |             | \$4.00                     |             | \$4.00                          |             |
|                                                                  | <b>Weekend</b>                                            | \$2.80                    |            | \$2.80                     |             | \$2.80                      |             | \$2.80                     |             | \$2.80                          |             |
|                                                                  | <b>On-Call</b>                                            | \$9.50                    |            | \$9.50                     |             | \$9.50                      |             | \$9.50                     |             | \$9.50                          |             |
|                                                                  | <b>Charge Nurse</b>                                       | -                         |            | \$2.50                     |             | \$2.50                      |             | -                          |             | -                               |             |

**UC SAN DIEGO**  
**Effective January 2021**

| Step                                                             | Years of Experience                       | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse, Anesthetist<br>9144 |             | Nurse, Anesthetist, Sr. Nex<br>7865 |             |
|------------------------------------------------------------------|-------------------------------------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|----------------------------|-------------|-------------------------------------|-------------|
|                                                                  |                                           | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                     | Monthly     | Hourly                              | Monthly     |
| 1                                                                | <1 yr                                     | \$63.54                      | \$11,056.58 | \$64.84                       | \$11,282.12 | \$70.39                        | \$12,247.61 | \$92.18                    | \$16,038.76 | \$96.79                             | \$16,842.09 |
| 2                                                                | 1 yr                                      |                              |             | \$66.12                       | \$11,505.78 | \$71.81                        | \$12,495.51 | \$94.01                    | \$16,357.48 | \$98.75                             | \$17,181.32 |
| 3                                                                | 2 years                                   |                              |             | \$67.42                       | \$11,731.31 | \$73.23                        | \$12,741.54 | \$95.90                    | \$16,685.52 | \$100.72                            | \$17,526.14 |
| 4                                                                | 3 years                                   |                              |             | \$68.80                       | \$11,969.89 | \$74.68                        | \$12,995.03 | \$97.80                    | \$17,017.30 | \$102.74                            | \$17,876.55 |
| 5                                                                | 4 years                                   |                              |             | \$70.15                       | \$12,206.60 | \$76.18                        | \$13,255.98 | \$99.76                    | \$17,358.39 | \$104.78                            | \$18,232.55 |
| 6                                                                | 5 years                                   |                              |             | \$71.56                       | \$12,452.64 | \$77.70                        | \$13,518.78 | \$101.74                   | \$17,703.21 | \$106.89                            | \$18,599.73 |
| 7                                                                | 6 years                                   |                              |             | \$73.00                       | \$12,702.39 | \$79.29                        | \$13,796.49 | \$103.77                   | \$18,055.48 | \$109.01                            | \$18,968.79 |
| 8                                                                | 7 years                                   |                              |             | \$74.47                       | \$12,957.74 | \$80.86                        | \$14,070.49 | \$105.86                   | \$18,420.80 | \$111.21                            | \$19,350.88 |
| 9                                                                | 8 years                                   |                              |             | \$75.96                       | \$13,216.83 | \$82.46                        | \$14,348.21 | \$107.98                   | \$18,789.86 | \$113.44                            | \$19,738.58 |
| 10                                                               | 9 years                                   |                              |             | \$77.47                       | \$13,479.64 | \$84.13                        | \$14,637.12 | \$110.13                   | \$19,162.63 | \$115.73                            | \$20,137.45 |
| 11                                                               | 10 years                                  |                              |             | \$79.02                       | \$13,749.90 | \$85.80                        | \$14,929.74 | \$112.36                   | \$19,550.33 | \$118.04                            | \$20,538.18 |
| 12                                                               | 11 years                                  |                              |             | \$80.60                       | \$14,023.89 | \$87.51                        | \$15,226.10 | \$114.62                   | \$19,943.60 | \$120.39                            | \$20,948.24 |
| 13                                                               | 12 years                                  |                              |             | \$82.22                       | \$14,307.21 | \$89.27                        | \$15,533.64 | \$116.90                   | \$20,340.61 | \$122.80                            | \$21,367.61 |
| 14                                                               | 13 years                                  |                              |             | \$83.84                       | \$14,588.65 | \$91.04                        | \$15,841.19 | \$119.23                   | \$20,745.08 | \$125.25                            | \$21,792.58 |
| 15                                                               | 14 years                                  |                              |             | \$85.54                       | \$14,883.15 | \$92.89                        | \$16,163.64 | \$121.62                   | \$21,160.72 | \$127.75                            | \$22,228.73 |
| 16                                                               | 15 < 20 years &<br>10 years UC<br>Service |                              |             | \$87.21                       | \$15,175.77 | \$94.74                        | \$16,486.09 | \$124.04                   | \$21,583.83 | \$130.31                            | \$22,674.19 |
| 21                                                               | 20+ years & 15<br>years UC<br>Service     |                              |             | \$88.99                       | \$15,485.18 | \$96.64                        | \$16,814.14 | \$126.54                   | \$22,018.11 | \$132.92                            | \$23,128.99 |
| 18                                                               | More than 25<br>yrs nsg & 20<br>yrs at UC |                              |             | \$90.76                       | \$15,792.72 | \$98.56                        | \$17,149.63 | \$129.06                   | \$22,457.99 | \$135.56                            | \$23,587.50 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                           |                              |             |                               |             |                                |             |                            |             |                                     |             |
|                                                                  |                                           | <b>Hourly</b>                |             | <b>Hourly</b>                 |             | <b>Hourly</b>                  |             | <b>Hourly</b>              |             | <b>Hourly</b>                       |             |
|                                                                  | <b>Eve</b>                                | \$2.25                       |             | \$2.25                        |             | \$2.25                         |             | \$2.25                     |             | \$2.25                              |             |
|                                                                  | <b>Night</b>                              | \$4.00                       |             | \$4.00                        |             | \$4.00                         |             | \$4.00                     |             | \$4.00                              |             |
|                                                                  | <b>Weekend</b>                            | \$2.80                       |             | \$2.80                        |             | \$2.80                         |             | \$2.80                     |             | \$2.80                              |             |
|                                                                  | <b>On-Call</b>                            | \$9.50                       |             | \$9.50                        |             | \$9.50                         |             | \$9.50                     |             | \$9.50                              |             |
|                                                                  | <b>Charge Nurse</b>                       | -                            |             | -                             |             | -                              |             | -                          |             | -                                   |             |



| <b>UC SAN DIEGO</b>                                              |                                      |                                                   |                                                |                                                       |
|------------------------------------------------------------------|--------------------------------------|---------------------------------------------------|------------------------------------------------|-------------------------------------------------------|
| <b>Effective January 2021</b>                                    |                                      |                                                   |                                                |                                                       |
| <b>Step</b>                                                      | <b>Nurse -<br/>Per Diem<br/>9119</b> | <b>Nurse Practitioner -<br/>Per Diem<br/>9160</b> | <b>Nurse Anesthetist<br/>Per Diem<br/>9122</b> | <b>Nurse Anesthetist,<br/>Sr. - Per Diem<br/>9121</b> |
|                                                                  | <b>Hourly</b>                        | <b>Hourly</b>                                     | <b>Hourly</b>                                  | <b>Hourly</b>                                         |
| <b>1</b>                                                         | \$69.85                              | \$90.71                                           | \$121.83                                       | \$132.04                                              |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                      |                                                   |                                                |                                                       |
|                                                                  | <b>Hourly</b>                        | <b>Hourly</b>                                     | <b>Hourly</b>                                  | <b>Hourly</b>                                         |
| <b>Eve</b>                                                       | \$2.25                               | \$2.25                                            | \$2.25                                         | \$2.25                                                |
| <b>Night</b>                                                     | \$4.00                               | \$4.00                                            | \$4.00                                         | \$4.00                                                |
| <b>Weekend</b>                                                   | \$2.80                               | \$2.80                                            | \$2.80                                         | \$2.80                                                |
| <b>On-Call</b>                                                   | \$9.50                               | \$9.50                                            | \$9.50                                         | \$9.50                                                |
| <b>Charge Nurse</b>                                              | -                                    | -                                                 | -                                              | -                                                     |

**UC SAN DIEGO**  
Effective January 2022

| Step                                                             | Years of Experience                 | Nurse, Clinical I<br>9140 |            | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse, Clinical IV<br>9137 |             | Nurse, Administrative I<br>9134 |             |
|------------------------------------------------------------------|-------------------------------------|---------------------------|------------|----------------------------|-------------|-----------------------------|-------------|----------------------------|-------------|---------------------------------|-------------|
|                                                                  |                                     | Hourly                    | Monthly    | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                     | Monthly     | Hourly                          | Monthly     |
|                                                                  | < 6 mos                             | \$51.80                   | \$9,013.49 |                            |             |                             |             |                            |             |                                 |             |
| 1                                                                | 6 mos                               |                           |            | \$52.32                    | \$9,105.63  | \$55.25                     | \$9,614.38  | \$59.98                    | \$10,436.06 | \$55.41                         | \$9,641.26  |
| 2                                                                | 1 year                              |                           |            | \$53.40                    | \$9,291.86  | \$56.34                     | \$9,804.45  | \$61.17                    | \$10,645.32 | \$56.50                         | \$9,829.39  |
| 3                                                                | 2 years                             |                           |            | \$54.45                    | \$9,474.24  | \$57.49                     | \$10,004.10 | \$62.41                    | \$10,858.41 | \$57.61                         | \$10,023.30 |
| 4                                                                | 3 years                             |                           |            | \$55.54                    | \$9,664.29  | \$58.65                     | \$10,205.68 | \$63.64                    | \$11,073.44 | \$58.79                         | \$10,228.71 |
| 5                                                                | 4 years                             |                           |            | \$56.68                    | \$9,862.03  | \$59.83                     | \$10,411.10 | \$64.92                    | \$11,296.12 | \$59.95                         | \$10,430.30 |
| 6                                                                | 5 years                             |                           |            | \$57.79                    | \$10,055.93 | \$61.05                     | \$10,622.28 | \$66.21                    | \$11,520.75 | \$61.15                         | \$10,641.48 |
| 7                                                                | 6 years                             |                           |            | \$58.94                    | \$10,255.60 | \$62.24                     | \$10,831.53 | \$67.54                    | \$11,751.13 | \$62.38                         | \$10,852.66 |
| 8                                                                | 7 years                             |                           |            | \$60.15                    | \$10,464.85 | \$63.49                     | \$11,046.55 | \$68.89                    | \$11,987.26 | \$63.62                         | \$11,069.60 |
| 9                                                                | 8 years                             |                           |            | \$61.36                    | \$10,676.03 | \$64.75                     | \$11,265.42 | \$70.26                    | \$12,225.32 | \$64.90                         | \$11,294.21 |
| 10                                                               | 9 years                             |                           |            | \$62.56                    | \$10,885.29 | \$66.05                     | \$11,491.95 | \$71.69                    | \$12,472.97 | \$66.18                         | \$11,514.99 |
| 11                                                               | 10 years                            |                           |            | \$63.80                    | \$11,102.23 | \$67.38                     | \$11,724.25 | \$73.11                    | \$12,720.62 | \$67.52                         | \$11,747.28 |
| 12                                                               | 11 years                            |                           |            | \$65.07                    | \$11,321.08 | \$68.73                     | \$11,958.45 | \$74.56                    | \$12,974.04 | \$68.86                         | \$11,981.50 |
| 13                                                               | 12 years                            |                           |            | \$66.42                    | \$11,557.22 | \$70.07                     | \$12,190.76 | \$76.04                    | \$13,231.29 | \$70.24                         | \$12,221.49 |
| 14                                                               | 13 years                            |                           |            | \$67.72                    | \$11,783.76 | \$71.51                     | \$12,444.17 | \$77.58                    | \$13,498.15 | \$71.66                         | \$12,467.21 |
| 15                                                               | 14 years                            |                           |            | \$69.08                    | \$12,019.89 | \$72.94                     | \$12,693.75 | \$79.15                    | \$13,770.76 | \$73.10                         | \$12,718.71 |
| 16                                                               | 15 < 20 years & 10 years UC Service |                           |            | \$70.48                    | \$12,263.71 | \$74.41                     | \$12,947.16 | \$80.75                    | \$14,049.13 | \$74.55                         | \$12,972.13 |
| 17                                                               | 20+ years & 15 years UC Service     |                           |            | \$71.87                    | \$12,507.53 | \$75.89                     | \$13,206.33 | \$82.33                    | \$14,325.59 | \$76.04                         | \$13,231.29 |
| 18                                                               | More than 25 yrs nsg & 20 yrs at UC |                           |            | \$73.33                    | \$12,759.02 | \$77.39                     | \$13,467.43 | \$83.99                    | \$14,613.56 | \$77.56                         | \$13,494.30 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                     |                           |            |                            |             |                             |             |                            |             |                                 |             |
|                                                                  |                                     | <b>Hourly</b>             |            | <b>Hourly</b>              |             | <b>Hourly</b>               |             | <b>Hourly</b>              |             | <b>Hourly</b>                   |             |
|                                                                  | <b>Eve</b>                          | \$2.25                    |            | \$2.25                     |             | \$2.25                      |             | \$2.25                     |             | \$2.25                          |             |
|                                                                  | <b>Night</b>                        | \$4.00                    |            | \$4.00                     |             | \$4.00                      |             | \$4.00                     |             | \$4.00                          |             |
|                                                                  | <b>Weekend</b>                      | \$2.80                    |            | \$2.80                     |             | \$2.80                      |             | \$2.80                     |             | \$2.80                          |             |
|                                                                  | <b>On-Call</b>                      | \$9.50                    |            | \$9.50                     |             | \$9.50                      |             | \$9.50                     |             | \$9.50                          |             |
|                                                                  | <b>Charge Nurse</b>                 | -                         |            | \$2.50                     |             | \$2.50                      |             | -                          |             | -                               |             |

**UC SAN DIEGO**  
**Effective January 2022**

| Step                                                             | Years of Experience                          | Nurse Practitioner I<br>9148 |             | Nurse Practioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse, Anesthetist<br>9144 |             | Nurse, Anesthetist, Sr. Nex<br>7865 |             |
|------------------------------------------------------------------|----------------------------------------------|------------------------------|-------------|-----------------------------|-------------|--------------------------------|-------------|----------------------------|-------------|-------------------------------------|-------------|
|                                                                  |                                              | Hourly                       | Monthly     | Hourly                      | Monthly     | Hourly                         | Monthly     | Hourly                     | Monthly     | Hourly                              | Monthly     |
| 1                                                                | <1 yr                                        | \$65.45                      | \$11,388.28 | \$66.79                     | \$11,620.58 | \$72.50                        | \$12,615.04 | \$94.95                    | \$16,519.92 | \$99.69                             | \$17,347.35 |
| 2                                                                | 1 yr                                         |                              |             | \$68.10                     | \$11,850.95 | \$73.96                        | \$12,870.38 | \$96.83                    | \$16,848.20 | \$101.71                            | \$17,696.76 |
| 3                                                                | 2 years                                      |                              |             | \$69.44                     | \$12,083.25 | \$75.43                        | \$13,123.79 | \$98.78                    | \$17,186.09 | \$103.74                            | \$18,051.92 |
| 4                                                                | 3 years                                      |                              |             | \$70.86                     | \$12,328.99 | \$76.92                        | \$13,384.88 | \$100.73                   | \$17,527.82 | \$105.82                            | \$18,412.85 |
| 5                                                                | 4 years                                      |                              |             | \$72.25                     | \$12,572.80 | \$78.47                        | \$13,653.66 | \$102.75                   | \$17,879.14 | \$107.92                            | \$18,779.53 |
| 6                                                                | 5 years                                      |                              |             | \$73.71                     | \$12,826.22 | \$80.03                        | \$13,924.34 | \$104.79                   | \$18,234.31 | \$110.10                            | \$19,157.72 |
| 7                                                                | 6 years                                      |                              |             | \$75.19                     | \$13,083.46 | \$81.67                        | \$14,210.38 | \$106.88                   | \$18,597.14 | \$112.28                            | \$19,537.85 |
| 8                                                                | 7 years                                      |                              |             | \$76.70                     | \$13,346.47 | \$83.29                        | \$14,492.60 | \$109.04                   | \$18,973.42 | \$114.55                            | \$19,931.41 |
| 9                                                                | 8 years                                      |                              |             | \$78.24                     | \$13,613.33 | \$84.93                        | \$14,778.66 | \$111.22                   | \$19,353.56 | \$116.84                            | \$20,330.74 |
| 10                                                               | 9 years                                      |                              |             | \$79.79                     | \$13,884.03 | \$86.65                        | \$15,076.23 | \$113.43                   | \$19,737.51 | \$119.20                            | \$20,741.57 |
| 11                                                               | 10 years                                     |                              |             | \$81.39                     | \$14,162.40 | \$88.37                        | \$15,377.63 | \$115.73                   | \$20,136.84 | \$121.58                            | \$21,154.33 |
| 12                                                               | 11 years                                     |                              |             | \$83.02                     | \$14,444.61 | \$90.14                        | \$15,682.88 | \$118.06                   | \$20,541.91 | \$124.00                            | \$21,576.69 |
| 13                                                               | 12 years                                     |                              |             | \$84.69                     | \$14,736.43 | \$91.95                        | \$15,999.65 | \$120.41                   | \$20,950.83 | \$126.48                            | \$22,008.64 |
| 14                                                               | 13 years                                     |                              |             | \$86.36                     | \$15,026.31 | \$93.77                        | \$16,316.43 | \$122.81                   | \$21,367.43 | \$129.01                            | \$22,446.36 |
| 15                                                               | 14 years                                     |                              |             | \$88.11                     | \$15,329.64 | \$95.68                        | \$16,648.55 | \$125.27                   | \$21,795.54 | \$131.58                            | \$22,895.59 |
| 16                                                               | 15 < 20<br>years & 10<br>years UC<br>Service |                              |             | \$89.83                     | \$15,631.04 | \$97.58                        | \$16,980.67 | \$127.76                   | \$22,231.34 | \$134.22                            | \$23,354.42 |
| 17                                                               | 20+ years &<br>15 years UC<br>Service        |                              |             | \$91.66                     | \$15,949.74 | \$99.54                        | \$17,318.56 | \$130.34                   | \$22,678.65 | \$136.91                            | \$23,822.86 |
| 18                                                               | More than<br>25 yrs nsg<br>& 20 yrs at<br>UC |                              |             | \$93.48                     | \$16,266.50 | \$101.52                       | \$17,664.12 | \$132.93                   | \$23,131.73 | \$139.63                            | \$24,295.13 |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                              |                              |             |                             |             |                                |             |                            |             |                                     |             |
|                                                                  |                                              | <b>Hourly</b>                |             | <b>Hourly</b>               |             | <b>Hourly</b>                  |             | <b>Hourly</b>              |             | <b>Hourly</b>                       |             |
|                                                                  | <b>Eve</b>                                   | \$2.25                       |             | \$2.25                      |             | \$2.25                         |             | \$2.25                     |             | \$2.25                              |             |
|                                                                  | <b>Night</b>                                 | \$4.00                       |             | \$4.00                      |             | \$4.00                         |             | \$4.00                     |             | \$4.00                              |             |
|                                                                  | <b>Weekend</b>                               | \$2.80                       |             | \$2.80                      |             | \$2.80                         |             | \$2.80                     |             | \$2.80                              |             |
|                                                                  | <b>On-Call</b>                               | \$9.50                       |             | \$9.50                      |             | \$9.50                         |             | \$9.50                     |             | \$9.50                              |             |
|                                                                  | <b>Charge Nurse</b>                          | -                            |             | -                           |             | -                              |             | -                          |             | -                                   |             |

| <b>UC SAN DIEGO</b>                                              |                                      |                                                   |                                                |                                                       |
|------------------------------------------------------------------|--------------------------------------|---------------------------------------------------|------------------------------------------------|-------------------------------------------------------|
| <b>Effective January 2022</b>                                    |                                      |                                                   |                                                |                                                       |
| <b>Step</b>                                                      | <b>Nurse -<br/>Per Diem<br/>9119</b> | <b>Nurse Practitioner<br/>- Per Diem<br/>9160</b> | <b>Nurse Anesthetist<br/>Per Diem<br/>9122</b> | <b>Nurse Anesthetist, Sr.<br/>- Per Diem<br/>9121</b> |
|                                                                  | <b>Hourly</b>                        | <b>Hourly</b>                                     | <b>Hourly</b>                                  | <b>Hourly</b>                                         |
| <b>1</b>                                                         | \$71.95                              | \$93.43                                           | \$125.48                                       | \$136.00                                              |
| <b>Shift Differential, On-Call and Charge Nurse Differential</b> |                                      |                                                   |                                                |                                                       |
|                                                                  | <b>Hourly</b>                        | <b>Hourly</b>                                     | <b>Hourly</b>                                  | <b>Hourly</b>                                         |
| <b>Eve</b>                                                       | \$2.25                               | \$2.25                                            | \$2.25                                         | \$2.25                                                |
| <b>Night</b>                                                     | \$4.00                               | \$4.00                                            | \$4.00                                         | \$4.00                                                |
| <b>Weekend</b>                                                   | \$2.80                               | \$2.80                                            | \$2.80                                         | \$2.80                                                |
| <b>On-Call</b>                                                   | \$9.50                               | \$9.50                                            | \$9.50                                         | \$9.50                                                |
| <b>Charge Nurse</b>                                              | -                                    | -                                                 | -                                              | -                                                     |

| <b>UC SAN FRANCISCO</b>                                          |                            |                                   |                |                                    |                |                                     |                |                                    |                |
|------------------------------------------------------------------|----------------------------|-----------------------------------|----------------|------------------------------------|----------------|-------------------------------------|----------------|------------------------------------|----------------|
| <b>Effective December 2018</b>                                   |                            |                                   |                |                                    |                |                                     |                |                                    |                |
| <b>Step</b>                                                      | <b>Years of Experience</b> | <b>Nurse, Clinical I<br/>9140</b> |                | <b>Nurse, Clinical II<br/>9139</b> |                | <b>Nurse, Clinical III<br/>9138</b> |                | <b>Nurse, Clinical IV<br/>9137</b> |                |
|                                                                  |                            | <b>Hourly</b>                     | <b>Monthly</b> | <b>Hourly</b>                      | <b>Monthly</b> | <b>Hourly</b>                       | <b>Monthly</b> | <b>Hourly</b>                      | <b>Monthly</b> |
|                                                                  | <b>&lt;6 mos</b>           | \$64.47                           | \$11,217.78    |                                    |                |                                     |                |                                    |                |
| <b>1</b>                                                         | <b>6 mos</b>               |                                   |                | \$67.68                            | \$11,776.32    | \$70.78                             | \$12,315.72    | \$74.30                            | \$12,928.20    |
| <b>2</b>                                                         | <b>1.5 years</b>           |                                   |                | \$70.13                            | \$12,202.62    | \$73.33                             | \$12,759.42    | \$76.94                            | \$13,387.56    |
| <b>3</b>                                                         | <b>2.5 years</b>           |                                   |                | \$72.64                            | \$12,639.36    | \$75.98                             | \$13,220.52    | \$79.72                            | \$13,871.28    |
| <b>4</b>                                                         | <b>3.5 years</b>           |                                   |                | \$75.25                            | \$13,093.50    | \$78.72                             | \$13,697.28    | \$82.56                            | \$14,365.44    |
| <b>5</b>                                                         | <b>4.5 years</b>           |                                   |                | \$77.96                            | \$13,565.04    | \$81.52                             | \$14,184.48    | \$85.50                            | \$14,877.00    |
| <b>6</b>                                                         | <b>7.5 years</b>           |                                   |                | \$79.51                            | \$13,834.74    | \$83.16                             | \$14,469.84    | \$87.26                            | \$15,183.24    |
| <b>7</b>                                                         | <b>10.5 years</b>          |                                   |                | \$81.10                            | \$14,111.40    | \$84.84                             | \$14,762.16    | \$89.00                            | \$15,486.00    |
| <b>8</b>                                                         | <b>15 years</b>            |                                   |                | \$82.74                            | \$14,396.76    | \$86.55                             | \$15,059.70    | \$90.78                            | \$15,795.72    |
| <b>9</b>                                                         | <b>20 years</b>            |                                   |                | \$84.37                            | \$14,680.38    | \$88.27                             | \$15,358.98    | \$92.59                            | \$16,110.66    |
| <b>10</b>                                                        | <b>25 years</b>            |                                   |                | \$85.96                            | \$14,957.04    | \$90.02                             | \$15,663.48    | \$94.42                            | \$16,429.08    |
| <b>11</b>                                                        | <b>30 years</b>            |                                   |                | \$87.69                            | \$15,258.06    | \$91.81                             | \$15,974.94    | \$96.34                            | \$16,763.16    |
| <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 december 2018**

| Step                                                             | Years of Experience | Home Health Nurse I<br>9118 |             | Home Health Nurse II<br>9117 |             | Home Health Nurse III<br>9116 |             | Nurse Coordinator<br>9141 |             | Nurse, Administrative I<br>9134 |             |
|------------------------------------------------------------------|---------------------|-----------------------------|-------------|------------------------------|-------------|-------------------------------|-------------|---------------------------|-------------|---------------------------------|-------------|
|                                                                  |                     | Hourly                      | Monthly     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                    | Monthly     | Hourly                          | Monthly     |
|                                                                  | <6 mos              |                             |             |                              |             |                               |             |                           |             |                                 |             |
| <b>1</b>                                                         | <b>6 mos</b>        | \$67.68                     | \$11,776.32 | \$70.78                      | \$12,315.72 | \$77.93                       | \$13,559.82 | \$72.81                   | \$12,668.94 | \$70.78                         | \$12,315.72 |
| <b>2</b>                                                         | <b>1.5 years</b>    | \$70.13                     | \$12,202.62 | \$73.33                      | \$12,759.42 | \$80.76                       | \$14,052.24 | \$75.45                   | \$13,128.30 | \$73.33                         | \$12,759.42 |
| <b>3</b>                                                         | <b>2.5 years</b>    | \$72.64                     | \$12,639.36 | \$75.98                      | \$13,220.52 | \$83.66                       | \$14,556.84 | \$78.16                   | \$13,599.84 | \$75.98                         | \$13,220.52 |
| <b>4</b>                                                         | <b>3.5 years</b>    | \$75.25                     | \$13,093.50 | \$78.72                      | \$13,697.28 | \$86.66                       | \$15,078.84 | \$80.98                   | \$14,090.52 | \$78.72                         | \$13,697.28 |
| <b>5</b>                                                         | <b>4.5 years</b>    | \$77.96                     | \$13,565.04 | \$81.52                      | \$14,184.48 | \$89.76                       | \$15,618.24 | \$83.87                   | \$14,593.38 | \$81.52                         | \$14,184.48 |
| <b>6</b>                                                         | <b>7.5 years</b>    | \$79.50                     | \$13,833.00 | \$83.16                      | \$14,469.84 | \$91.57                       | \$15,933.18 | \$85.54                   | \$14,883.96 | \$83.16                         | \$14,469.84 |
| <b>7</b>                                                         | <b>10.5 years</b>   | \$81.10                     | \$14,111.40 | \$84.84                      | \$14,762.16 | \$93.39                       | \$16,249.86 | \$87.27                   | \$15,184.98 | \$84.84                         | \$14,762.16 |
| <b>8</b>                                                         | <b>15 years</b>     | \$82.74                     | \$14,396.76 | \$86.55                      | \$15,059.70 | \$95.28                       | \$16,578.72 | \$89.02                   | \$15,489.48 | \$86.55                         | \$15,059.70 |
| <b>9</b>                                                         | <b>20 years</b>     | \$84.37                     | \$14,680.38 | \$88.27                      | \$15,358.98 | \$97.20                       | \$16,912.80 | \$90.82                   | \$15,802.68 | \$88.27                         | \$15,358.98 |
| <b>10</b>                                                        | <b>25 years</b>     | \$85.96                     | \$14,957.04 | \$90.02                      | \$15,663.48 | \$99.11                       | \$17,245.14 | \$92.63                   | \$16,117.62 | \$90.02                         | \$15,663.48 |
| <b>11</b>                                                        | <b>30 years</b>     | \$87.69                     | \$15,258.06 | \$91.81                      | \$15,974.94 | \$101.12                      | \$17,594.88 | \$94.47                   | \$16,437.78 | \$91.81                         | \$15,974.94 |
| <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>Eye</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 December 2018**

| Step      | Years of Experience | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Anesthetist<br>9144 |             | Step     | Years of Experience    | Nurse, Anesthetist Sr. Nex<br>7865 |             |
|-----------|---------------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|---------------------------|-------------|----------|------------------------|------------------------------------|-------------|
|           |                     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                    | Monthly     |          |                        | Hourly                             | Monthly     |
|           | <6 mos              |                              |             |                               |             |                                |             |                           |             |          |                        |                                    |             |
| <b>1</b>  | <b>6 mos</b>        | \$72.78                      | \$12,663.72 | \$76.39                       | \$13,291.86 | \$80.21                        | \$13,956.54 | \$85.35                   | \$14,850.90 | <b>1</b> | <b>Up to 3 years</b>   | \$109.61                           | \$19,072.14 |
| <b>2</b>  | <b>1.5 years</b>    | \$75.38                      | \$13,116.12 | \$79.10                       | \$13,763.40 | \$83.07                        | \$14,454.18 | \$88.76                   | \$15,444.24 | <b>2</b> | <b>3.1 - 5.9 years</b> | \$114.01                           | \$19,837.74 |
| <b>3</b>  | <b>2.5 years</b>    | \$78.13                      | \$13,594.62 | \$81.97                       | \$14,262.78 | \$86.06                        | \$14,974.44 | \$92.35                   | \$16,068.90 | <b>3</b> | <b>6 - 7.9 years</b>   | \$118.56                           | \$20,629.44 |
| <b>4</b>  | <b>3.5 years</b>    | \$80.94                      | \$14,083.56 | \$84.90                       | \$14,772.60 | \$89.17                        | \$15,515.58 | \$96.02                   | \$16,707.48 | <b>4</b> | <b>8 - 9.9 years</b>   | \$123.31                           | \$21,455.94 |
| <b>5</b>  | <b>4.5 years</b>    | \$83.84                      | \$14,588.16 | \$87.92                       | \$15,298.08 | \$92.36                        | \$16,070.64 | \$99.86                   | \$17,375.64 | <b>5</b> | <b>10+ years</b>       | \$128.25                           | \$22,315.50 |
| <b>6</b>  | <b>7.5 years</b>    | \$85.52                      | \$14,880.48 | \$89.72                       | \$15,611.28 | \$94.21                        | \$16,392.54 | \$103.85                  | \$18,069.90 | <b>6</b> | <b>30+ years</b>       | \$130.84                           | \$22,766.16 |
| <b>7</b>  | <b>10.5 years</b>   | \$87.27                      | \$15,184.98 | \$91.54                       | \$15,927.96 | \$96.08                        | \$16,717.92 | \$108.01                  | \$18,793.74 |          |                        |                                    |             |
| <b>8</b>  | <b>15 years</b>     | \$88.98                      | \$15,482.52 | \$93.36                       | \$16,244.64 | \$98.05                        | \$17,060.70 | \$112.30                  | \$19,540.20 |          |                        |                                    |             |
| <b>9</b>  | <b>20 years</b>     | \$90.78                      | \$15,795.72 | \$95.23                       | \$16,570.02 | \$99.97                        | \$17,394.78 | \$116.80                  | \$20,323.20 |          |                        |                                    |             |
| <b>10</b> | <b>25 years</b>     | \$92.57                      | \$16,107.18 | \$97.11                       | \$16,897.14 | \$101.99                       | \$17,746.26 | \$121.48                  | \$21,137.52 |          |                        |                                    |             |
| <b>11</b> | <b>30 years</b>     | \$94.44                      | \$16,432.56 | \$99.07                       | \$17,238.18 | \$104.00                       | \$18,096.00 | \$123.92                  | \$21,562.08 |          |                        |                                    |             |

**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 December 2018**

| 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               | \$84.61              | \$14,722.14 | \$84.61                           | \$14,722.14 | \$102.72                           | \$17,873.28 | \$122.55                          | \$21,323.70 | \$131.44                             | \$22,870.56 |
| 2                                                                | 1.5 years           | \$87.65              | \$15,251.10 | \$87.65                           | \$15,251.10 |                                    |             |                                   |             |                                      |             |
| 3                                                                | 2.5 years           | \$90.79              | \$15,797.46 | \$90.79                           | \$15,797.46 |                                    |             |                                   |             |                                      |             |
| 4                                                                | 3.5 years           | \$94.07              | \$16,368.18 | \$94.07                           | \$16,368.18 |                                    |             |                                   |             |                                      |             |
| 5                                                                | 4.5 years           | \$97.48              | \$16,961.52 | \$97.48                           | \$16,961.52 |                                    |             |                                   |             |                                      |             |
| 6                                                                | 7.5 years           | \$99.38              | \$17,292.12 | \$99.38                           | \$17,292.12 |                                    |             |                                   |             |                                      |             |
| 7                                                                | 10.5 years          | \$101.40             | \$17,643.60 | \$101.40                          | \$17,643.60 |                                    |             |                                   |             |                                      |             |
| 8                                                                | 15 years            | \$103.40             | \$17,991.60 | \$103.40                          | \$17,991.60 |                                    |             |                                   |             |                                      |             |
| 9                                                                | 20 years            | \$105.46             | \$18,350.04 | \$105.46                          | \$18,350.04 |                                    |             |                                   |             |                                      |             |
| 10                                                               | 25 years            | \$107.46             | \$18,698.04 | \$107.46                          | \$18,698.04 |                                    |             |                                   |             |                                      |             |
| 11                                                               | 30 years            | \$109.60             | \$19,070.40 | \$109.60                          | \$19,070.40 |                                    |             |                                   |             |                                      |             |
| <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 2019**

| Step                                                             | Years of Experience | Nurse, Clinical I<br>9140 |             | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse, Clinical IV<br>9137 |             |
|------------------------------------------------------------------|---------------------|---------------------------|-------------|----------------------------|-------------|-----------------------------|-------------|----------------------------|-------------|
|                                                                  |                     | Hourly                    | Monthly     | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                     | Monthly     |
|                                                                  | <6 mos              | \$66.40                   | \$11,553.60 |                            |             |                             |             |                            |             |
| <b>1</b>                                                         | <b>6 mos</b>        |                           |             | \$69.71                    | \$12,129.54 | \$72.90                     | \$12,684.60 | \$76.53                    | \$13,316.22 |
| <b>2</b>                                                         | <b>1.5 years</b>    |                           |             | \$72.23                    | \$12,568.02 | \$75.53                     | \$13,142.22 | \$79.25                    | \$13,789.50 |
| <b>3</b>                                                         | <b>2.5 years</b>    |                           |             | \$74.82                    | \$13,018.68 | \$78.26                     | \$13,617.24 | \$82.11                    | \$14,287.14 |
| <b>4</b>                                                         | <b>3.5 years</b>    |                           |             | \$77.51                    | \$13,486.74 | \$81.08                     | \$14,107.92 | \$85.04                    | \$14,796.96 |
| <b>5</b>                                                         | <b>4.5 years</b>    |                           |             | \$80.30                    | \$13,972.20 | \$83.97                     | \$14,610.78 | \$88.07                    | \$15,324.18 |
| <b>6</b>                                                         | <b>7.5 years</b>    |                           |             | \$81.90                    | \$14,250.60 | \$85.65                     | \$14,903.10 | \$89.88                    | \$15,639.12 |
| <b>7</b>                                                         | <b>10.5 years</b>   |                           |             | \$83.53                    | \$14,534.22 | \$87.39                     | \$15,205.86 | \$91.67                    | \$15,950.58 |
| <b>8</b>                                                         | <b>15 years</b>     |                           |             | \$85.22                    | \$14,828.28 | \$89.15                     | \$15,512.10 | \$93.50                    | \$16,269.00 |
| <b>9</b>                                                         | <b>20 years</b>     |                           |             | \$86.90                    | \$15,120.60 | \$90.92                     | \$15,820.08 | \$95.37                    | \$16,594.38 |
| <b>10</b>                                                        | <b>25 years</b>     |                           |             | \$88.54                    | \$15,405.96 | \$92.72                     | \$16,133.28 | \$97.25                    | \$16,921.50 |
| <b>11</b>                                                        | <b>30 years</b>     |                           |             | \$90.32                    | \$15,715.68 | \$94.56                     | \$16,453.44 | \$99.23                    | \$17,266.02 |
| <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 2019**

| Step                                                             | Years of Experience | Home Health Nurse I<br>9118 |             | Home Health Nurse II<br>9117 |             | Home Health Nurse III<br>9116 |             | Nurse Coordinator<br>9141 |             | Nurse, Administrative I<br>9134 |             |
|------------------------------------------------------------------|---------------------|-----------------------------|-------------|------------------------------|-------------|-------------------------------|-------------|---------------------------|-------------|---------------------------------|-------------|
|                                                                  |                     | Hourly                      | Monthly     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                    | Monthly     | Hourly                          | Monthly     |
|                                                                  | <6 mos              |                             |             |                              |             |                               |             |                           |             |                                 |             |
| <b>1</b>                                                         | <b>6 mos</b>        | \$69.71                     | \$12,129.54 | \$72.90                      | \$12,684.60 | \$80.27                       | \$13,966.98 | \$74.99                   | \$13,048.26 | \$72.90                         | \$12,684.60 |
| <b>2</b>                                                         | <b>1.5 years</b>    | \$72.23                     | \$12,568.02 | \$75.53                      | \$13,142.22 | \$83.18                       | \$14,473.32 | \$77.71                   | \$13,521.54 | \$75.53                         | \$13,142.22 |
| <b>3</b>                                                         | <b>2.5 years</b>    | \$74.82                     | \$13,018.68 | \$78.26                      | \$13,617.24 | \$86.17                       | \$14,993.58 | \$80.50                   | \$14,007.00 | \$78.26                         | \$13,617.24 |
| <b>4</b>                                                         | <b>3.5 years</b>    | \$77.51                     | \$13,486.74 | \$81.08                      | \$14,107.92 | \$89.26                       | \$15,531.24 | \$83.41                   | \$14,513.34 | \$81.08                         | \$14,107.92 |
| <b>5</b>                                                         | <b>4.5 years</b>    | \$80.30                     | \$13,972.20 | \$83.97                      | \$14,610.78 | \$92.45                       | \$16,086.30 | \$86.39                   | \$15,031.86 | \$83.97                         | \$14,610.78 |
| <b>6</b>                                                         | <b>7.5 years</b>    | \$81.89                     | \$14,248.86 | \$85.65                      | \$14,903.10 | \$94.32                       | \$16,411.68 | \$88.11                   | \$15,331.14 | \$85.65                         | \$14,903.10 |
| <b>7</b>                                                         | <b>10.5 years</b>   | \$83.53                     | \$14,534.22 | \$87.39                      | \$15,205.86 | \$96.19                       | \$16,737.06 | \$89.89                   | \$15,640.86 | \$87.39                         | \$15,205.86 |
| <b>8</b>                                                         | <b>15 years</b>     | \$85.22                     | \$14,828.28 | \$89.15                      | \$15,512.10 | \$98.14                       | \$17,076.36 | \$91.69                   | \$15,954.06 | \$89.15                         | \$15,512.10 |
| <b>9</b>                                                         | <b>20 years</b>     | \$86.90                     | \$15,120.60 | \$90.92                      | \$15,820.08 | \$100.12                      | \$17,420.88 | \$93.54                   | \$16,275.96 | \$90.92                         | \$15,820.08 |
| <b>10</b>                                                        | <b>25 years</b>     | \$88.54                     | \$15,405.96 | \$92.72                      | \$16,133.28 | \$102.08                      | \$17,761.92 | \$95.41                   | \$16,601.34 | \$92.72                         | \$16,133.28 |
| <b>11</b>                                                        | <b>30 years</b>     | \$90.32                     | \$15,715.68 | \$94.56                      | \$16,453.44 | \$104.15                      | \$18,122.10 | \$97.30                   | \$16,930.20 | \$94.56                         | \$16,453.44 |
| <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 2019

| Step                                                             | Years of Experience | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Anesthetist<br>9144 |             | Step | Years of Experience | Nurse, Anesthetist Sr. Nex<br>7865 |             |
|------------------------------------------------------------------|---------------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|---------------------------|-------------|------|---------------------|------------------------------------|-------------|
|                                                                  |                     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                    | Monthly     |      |                     | Hourly                             | Monthly     |
|                                                                  | <6 mos              |                              |             |                               |             |                                |             |                           |             |      |                     |                                    |             |
| 1                                                                | 6 mos               | \$74.96                      | \$13,043.04 | \$78.68                       | \$13,690.32 | \$82.62                        | \$14,375.88 | \$87.91                   | \$15,296.34 | 1    | Up to 3 years       | \$112.90                           | \$19,644.60 |
| 2                                                                | 1.5 years           | \$77.64                      | \$13,509.36 | \$81.47                       | \$14,175.78 | \$85.56                        | \$14,887.44 | \$91.42                   | \$15,907.08 | 2    | 3.1 - 5.9 years     | \$117.43                           | \$20,432.82 |
| 3                                                                | 2.5 years           | \$80.47                      | \$14,001.78 | \$84.43                       | \$14,690.82 | \$88.64                        | \$15,423.36 | \$95.12                   | \$16,550.88 | 3    | 6 - 7.9 years       | \$122.12                           | \$21,248.88 |
| 4                                                                | 3.5 years           | \$83.37                      | \$14,506.38 | \$87.45                       | \$15,216.30 | \$91.85                        | \$15,981.90 | \$98.90                   | \$17,208.60 | 4    | 8 - 9.9 years       | \$127.01                           | \$22,099.74 |
| 5                                                                | 4.5 years           | \$86.36                      | \$15,026.64 | \$90.56                       | \$15,757.44 | \$95.13                        | \$16,552.62 | \$102.86                  | \$17,897.64 | 5    | 10+ years           | \$132.10                           | \$22,985.40 |
| 6                                                                | 7.5 years           | \$88.09                      | \$15,327.66 | \$92.41                       | \$16,079.34 | \$97.04                        | \$16,884.96 | \$106.97                  | \$18,612.78 | 6    | 30+ years           | \$134.77                           | \$23,449.98 |
| 7                                                                | 10.5 years          | \$89.89                      | \$15,640.86 | \$94.29                       | \$16,406.46 | \$98.96                        | \$17,219.04 | \$111.25                  | \$19,357.50 |      |                     |                                    |             |
| 8                                                                | 15 years            | \$91.65                      | \$15,947.10 | \$96.16                       | \$16,731.84 | \$100.99                       | \$17,572.26 | \$115.67                  | \$20,126.58 |      |                     |                                    |             |
| 9                                                                | 20 years            | \$93.50                      | \$16,269.00 | \$98.09                       | \$17,067.66 | \$102.97                       | \$17,916.78 | \$120.30                  | \$20,932.20 |      |                     |                                    |             |
| 10                                                               | 25 years            | \$95.35                      | \$16,590.90 | \$100.02                      | \$17,403.48 | \$105.05                       | \$18,278.70 | \$125.12                  | \$21,770.88 |      |                     |                                    |             |
| 11                                                               | 30 years            | \$97.27                      | \$16,924.98 | \$102.04                      | \$17,754.96 | \$107.12                       | \$18,638.88 | \$127.64                  | \$22,209.36 |      |                     |                                    |             |
| <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 2019**

| 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              |                      |             |                                   |             |                                    |             |                                   |             |                                      |             |
| <b>1</b>                                                         | <b>6 mos</b>        | \$87.15              | \$15,164.10 | \$87.15                           | \$15,164.10 | \$105.80                           | \$18,409.20 | \$126.23                          | \$21,964.02 | \$135.38                             | \$23,556.12 |
| <b>2</b>                                                         | <b>1.5 years</b>    | \$90.28              | \$15,708.72 | \$90.28                           | \$15,708.72 |                                    |             |                                   |             |                                      |             |
| <b>3</b>                                                         | <b>2.5 years</b>    | \$93.51              | \$16,270.74 | \$93.51                           | \$16,270.74 |                                    |             |                                   |             |                                      |             |
| <b>4</b>                                                         | <b>3.5 years</b>    | \$96.89              | \$16,858.86 | \$96.89                           | \$16,858.86 |                                    |             |                                   |             |                                      |             |
| <b>5</b>                                                         | <b>4.5 years</b>    | \$100.40             | \$17,469.60 | \$100.40                          | \$17,469.60 |                                    |             |                                   |             |                                      |             |
| <b>6</b>                                                         | <b>7.5 years</b>    | \$102.36             | \$17,810.64 | \$102.36                          | \$17,810.64 |                                    |             |                                   |             |                                      |             |
| <b>7</b>                                                         | <b>10.5 years</b>   | \$104.44             | \$18,172.56 | \$104.44                          | \$18,172.56 |                                    |             |                                   |             |                                      |             |
| <b>8</b>                                                         | <b>15 years</b>     | \$106.50             | \$18,531.00 | \$106.50                          | \$18,531.00 |                                    |             |                                   |             |                                      |             |
| <b>9</b>                                                         | <b>20 years</b>     | \$108.62             | \$18,899.88 | \$108.62                          | \$18,899.88 |                                    |             |                                   |             |                                      |             |
| <b>10</b>                                                        | <b>25 years</b>     | \$110.68             | \$19,258.32 | \$110.68                          | \$19,258.32 |                                    |             |                                   |             |                                      |             |
| <b>11</b>                                                        | <b>30 years</b>     | \$112.89             | \$19,642.86 | \$112.89                          | \$19,642.86 |                                    |             |                                   |             |                                      |             |
| <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> | -                    |             | -                                 |             | -                                  |             | -                                 |             | -                                    |             |

| <b>UC SAN FRANCISCO</b>                                          |                            |                                   |                |                                    |                |                                     |                |                                    |                |
|------------------------------------------------------------------|----------------------------|-----------------------------------|----------------|------------------------------------|----------------|-------------------------------------|----------------|------------------------------------|----------------|
| <b>Effective January 2020</b>                                    |                            |                                   |                |                                    |                |                                     |                |                                    |                |
| <b>Step</b>                                                      | <b>Years of Experience</b> | <b>Nurse, Clinical I<br/>9140</b> |                | <b>Nurse, Clinical II<br/>9139</b> |                | <b>Nurse, Clinical III<br/>9138</b> |                | <b>Nurse, Clinical IV<br/>9137</b> |                |
|                                                                  |                            | <b>Hourly</b>                     | <b>Monthly</b> | <b>Hourly</b>                      | <b>Monthly</b> | <b>Hourly</b>                       | <b>Monthly</b> | <b>Hourly</b>                      | <b>Monthly</b> |
|                                                                  | <b>&lt;6 mos</b>           | \$68.39                           | \$11,900.21    |                                    |                |                                     |                |                                    |                |
| <b>1</b>                                                         | <b>6 mos</b>               |                                   |                | \$71.80                            | \$12,493.43    | \$75.09                             | \$13,065.14    | \$78.83                            | \$13,715.71    |
| <b>2</b>                                                         | <b>1.5 years</b>           |                                   |                | \$74.40                            | \$12,945.06    | \$77.80                             | \$13,536.49    | \$81.63                            | \$14,203.19    |
| <b>3</b>                                                         | <b>2.5 years</b>           |                                   |                | \$77.06                            | \$13,409.24    | \$80.61                             | \$14,025.76    | \$84.57                            | \$14,715.75    |
| <b>4</b>                                                         | <b>3.5 years</b>           |                                   |                | \$79.84                            | \$13,891.34    | \$83.51                             | \$14,531.16    | \$87.59                            | \$15,240.87    |
| <b>5</b>                                                         | <b>4.5 years</b>           |                                   |                | \$82.71                            | \$14,391.37    | \$86.49                             | \$15,049.10    | \$90.71                            | \$15,783.91    |
| <b>6</b>                                                         | <b>7.5 years</b>           |                                   |                | \$84.36                            | \$14,678.12    | \$88.22                             | \$15,350.19    | \$92.58                            | \$16,108.29    |
| <b>7</b>                                                         | <b>10.5 years</b>          |                                   |                | \$86.04                            | \$14,970.25    | \$90.01                             | \$15,662.04    | \$94.42                            | \$16,429.10    |
| <b>8</b>                                                         | <b>15 years</b>            |                                   |                | \$87.78                            | \$15,273.13    | \$91.82                             | \$15,977.46    | \$96.31                            | \$16,757.07    |
| <b>9</b>                                                         | <b>20 years</b>            |                                   |                | \$89.51                            | \$15,574.22    | \$93.65                             | \$16,294.68    | \$98.23                            | \$17,092.21    |
| <b>10</b>                                                        | <b>25 years</b>            |                                   |                | \$91.20                            | \$15,868.14    | \$95.50                             | \$16,617.28    | \$100.17                           | \$17,429.15    |
| <b>11</b>                                                        | <b>30 years</b>            |                                   |                | \$93.03                            | \$16,187.15    | \$97.40                             | \$16,947.04    | \$102.21                           | \$17,784.00    |
| <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 2020**

| Step                                                             | Years of Experience | Home Health Nurse I<br>9118 |             | Home Health Nurse II<br>9117 |             | Home Health Nurse III<br>9116 |             | Nurse Coordinator<br>9141 |             | Nurse, Administrative I<br>9134 |             |
|------------------------------------------------------------------|---------------------|-----------------------------|-------------|------------------------------|-------------|-------------------------------|-------------|---------------------------|-------------|---------------------------------|-------------|
|                                                                  |                     | Hourly                      | Monthly     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                    | Monthly     | Hourly                          | Monthly     |
|                                                                  | <6 mos              |                             |             |                              |             |                               |             |                           |             |                                 |             |
| <b>1</b>                                                         | <b>6 mos</b>        | \$71.80                     | \$12,493.43 | \$75.09                      | \$13,065.14 | \$82.68                       | \$14,385.99 | \$77.24                   | \$13,439.71 | \$75.09                         | \$13,065.14 |
| <b>2</b>                                                         | <b>1.5 years</b>    | \$74.40                     | \$12,945.06 | \$77.80                      | \$13,536.49 | \$85.68                       | \$14,907.52 | \$80.04                   | \$13,927.19 | \$77.80                         | \$13,536.49 |
| <b>3</b>                                                         | <b>2.5 years</b>    | \$77.06                     | \$13,409.24 | \$80.61                      | \$14,025.76 | \$88.76                       | \$15,443.39 | \$82.92                   | \$14,427.21 | \$80.61                         | \$14,025.76 |
| <b>4</b>                                                         | <b>3.5 years</b>    | \$79.84                     | \$13,891.34 | \$83.51                      | \$14,531.16 | \$91.94                       | \$15,997.18 | \$85.91                   | \$14,948.74 | \$83.51                         | \$14,531.16 |
| <b>5</b>                                                         | <b>4.5 years</b>    | \$82.71                     | \$14,391.37 | \$86.49                      | \$15,049.10 | \$95.22                       | \$16,568.89 | \$88.98                   | \$15,482.82 | \$86.49                         | \$15,049.10 |
| <b>6</b>                                                         | <b>7.5 years</b>    | \$84.35                     | \$14,676.33 | \$88.22                      | \$15,350.19 | \$97.15                       | \$16,904.03 | \$90.75                   | \$15,791.07 | \$88.22                         | \$15,350.19 |
| <b>7</b>                                                         | <b>10.5 years</b>   | \$86.04                     | \$14,970.25 | \$90.01                      | \$15,662.04 | \$99.08                       | \$17,239.17 | \$92.59                   | \$16,110.09 | \$90.01                         | \$15,662.04 |
| <b>8</b>                                                         | <b>15 years</b>     | \$87.78                     | \$15,273.13 | \$91.82                      | \$15,977.46 | \$101.08                      | \$17,588.65 | \$94.44                   | \$16,432.68 | \$91.82                         | \$15,977.46 |
| <b>9</b>                                                         | <b>20 years</b>     | \$89.51                     | \$15,574.22 | \$93.65                      | \$16,294.68 | \$103.12                      | \$17,943.51 | \$96.35                   | \$16,764.24 | \$93.65                         | \$16,294.68 |
| <b>10</b>                                                        | <b>25 years</b>     | \$91.20                     | \$15,868.14 | \$95.50                      | \$16,617.28 | \$105.14                      | \$18,294.78 | \$98.27                   | \$17,099.38 | \$95.50                         | \$16,617.28 |
| <b>11</b>                                                        | <b>30 years</b>     | \$93.03                     | \$16,187.15 | \$97.40                      | \$16,947.04 | \$107.27                      | \$18,665.76 | \$100.22                  | \$17,438.11 | \$97.40                         | \$16,947.04 |
| <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 2020**

| Step                                                             | Years of Experience | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Anesthetist<br>9144 |             | Step     | Years of Experience    | Nurse, Anesthetist Sr. Nex<br>7865 |             |
|------------------------------------------------------------------|---------------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|---------------------------|-------------|----------|------------------------|------------------------------------|-------------|
|                                                                  |                     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                    | Monthly     |          |                        | Hourly                             | Monthly     |
|                                                                  | <6 mos              |                              |             |                               |             |                                |             |                           |             |          |                        |                                    |             |
| <b>1</b>                                                         | <b>6 mos</b>        | \$77.21                      | \$13,434.33 | \$81.04                       | \$14,101.03 | \$85.10                        | \$14,807.16 | \$90.55                   | \$15,755.23 | <b>1</b> | <b>Up to 3 years</b>   | \$116.29                           | \$20,233.94 |
| <b>2</b>                                                         | <b>1.5 years</b>    | \$79.97                      | \$13,914.64 | \$83.91                       | \$14,601.05 | \$88.13                        | \$15,334.06 | \$94.16                   | \$16,384.29 | <b>2</b> | <b>3.1 - 5.9 years</b> | \$120.95                           | \$21,045.80 |
| <b>3</b>                                                         | <b>2.5 years</b>    | \$82.88                      | \$14,421.83 | \$86.96                       | \$15,131.54 | \$91.30                        | \$15,886.06 | \$97.97                   | \$17,047.41 | <b>3</b> | <b>6 - 7.9 years</b>   | \$125.78                           | \$21,886.35 |
| <b>4</b>                                                         | <b>3.5 years</b>    | \$85.87                      | \$14,941.57 | \$90.07                       | \$15,672.79 | \$94.61                        | \$16,461.36 | \$101.87                  | \$17,724.86 | <b>4</b> | <b>8 - 9.9 years</b>   | \$130.82                           | \$22,762.73 |
| <b>5</b>                                                         | <b>4.5 years</b>    | \$88.95                      | \$15,477.44 | \$93.28                       | \$16,230.16 | \$97.98                        | \$17,049.20 | \$105.95                  | \$18,434.57 | <b>5</b> | <b>10+ years</b>       | \$136.06                           | \$23,674.96 |
| <b>6</b>                                                         | <b>7.5 years</b>    | \$90.73                      | \$15,787.49 | \$95.18                       | \$16,561.72 | \$99.95                        | \$17,391.51 | \$110.18                  | \$19,171.16 | <b>6</b> | <b>30+ years</b>       | \$138.81                           | \$24,153.48 |
| <b>7</b>                                                         | <b>10.5 years</b>   | \$92.59                      | \$16,110.09 | \$97.12                       | \$16,898.65 | \$101.93                       | \$17,735.61 | \$114.59                  | \$19,938.23 |          |                        |                                    |             |
| <b>8</b>                                                         | <b>15 years</b>     | \$94.40                      | \$16,425.51 | \$99.04                       | \$17,233.80 | \$104.02                       | \$18,099.43 | \$119.14                  | \$20,730.38 |          |                        |                                    |             |
| <b>9</b>                                                         | <b>20 years</b>     | \$96.31                      | \$16,757.07 | \$101.03                      | \$17,579.69 | \$106.06                       | \$18,454.28 | \$123.91                  | \$21,560.17 |          |                        |                                    |             |
| <b>10</b>                                                        | <b>25 years</b>     | \$98.21                      | \$17,088.63 | \$103.02                      | \$17,925.58 | \$108.20                       | \$18,827.06 | \$128.87                  | \$22,424.01 |          |                        |                                    |             |
| <b>11</b>                                                        | <b>30 years</b>     | \$100.19                     | \$17,432.73 | \$105.10                      | \$18,287.61 | \$110.33                       | \$19,198.05 | \$131.47                  | \$22,875.64 |          |                        |                                    |             |
| <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 2020**

| 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              |                      |             |                                   |             |                                    |             |                                   |             |                                      |             |
| <b>1</b>  | <b>6 mos</b>        | \$89.76              | \$15,619.02 | \$89.76                           | \$15,619.02 | \$108.97                           | \$18,961.48 | \$130.02                          | \$22,622.94 | \$139.44                             | \$24,262.80 |
| <b>2</b>  | <b>1.5 years</b>    | \$92.99              | \$16,179.98 | \$92.99                           | \$15,619.02 |                                    |             |                                   |             |                                      |             |
| <b>3</b>  | <b>2.5 years</b>    | \$96.32              | \$16,758.86 | \$96.32                           | \$15,619.02 |                                    |             |                                   |             |                                      |             |
| <b>4</b>  | <b>3.5 years</b>    | \$99.80              | \$17,364.63 | \$99.80                           | \$15,619.02 |                                    |             |                                   |             |                                      |             |
| <b>5</b>  | <b>4.5 years</b>    | \$103.41             | \$17,993.69 | \$103.41                          | \$15,619.02 |                                    |             |                                   |             |                                      |             |
| <b>6</b>  | <b>7.5 years</b>    | \$105.43             | \$18,344.96 | \$105.43                          | \$15,619.02 |                                    |             |                                   |             |                                      |             |
| <b>7</b>  | <b>10.5 years</b>   | \$107.57             | \$18,717.74 | \$107.57                          | \$15,619.02 |                                    |             |                                   |             |                                      |             |
| <b>8</b>  | <b>15 years</b>     | \$109.70             | \$19,086.93 | \$109.70                          | \$15,619.02 |                                    |             |                                   |             |                                      |             |
| <b>9</b>  | <b>20 years</b>     | \$111.88             | \$19,466.88 | \$111.88                          | \$15,619.02 |                                    |             |                                   |             |                                      |             |
| <b>10</b> | <b>25 years</b>     | \$114.00             | \$19,836.07 | \$114.00                          | \$15,619.02 |                                    |             |                                   |             |                                      |             |
| <b>11</b> | <b>30 years</b>     | \$116.28             | \$20,232.15 | \$116.28                          | \$15,619.02 |                                    |             |                                   |             |                                      |             |

**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 2021**

| Step                                                             | Years of Experience | Nurse, Clinical I<br>9140 |             | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse, Clinical IV<br>9137 |             |
|------------------------------------------------------------------|---------------------|---------------------------|-------------|----------------------------|-------------|-----------------------------|-------------|----------------------------|-------------|
|                                                                  |                     | Hourly                    | Monthly     | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                     | Monthly     |
|                                                                  | <6 mos              | \$70.44                   | \$12,971.23 |                            |             |                             |             |                            |             |
| <b>1</b>                                                         | <b>6 mos</b>        |                           |             | \$73.96                    | \$12,868.23 | \$77.34                     | \$13,457.09 | \$81.19                    | \$14,127.18 |
| <b>2</b>                                                         | <b>1.5 years</b>    |                           |             | \$76.63                    | \$13,333.41 | \$80.13                     | \$13,942.58 | \$84.08                    | \$14,629.28 |
| <b>3</b>                                                         | <b>2.5 years</b>    |                           |             | \$79.38                    | \$13,811.52 | \$83.03                     | \$14,446.53 | \$87.11                    | \$15,157.23 |
| <b>4</b>                                                         | <b>3.5 years</b>    |                           |             | \$82.23                    | \$14,308.08 | \$86.02                     | \$14,967.09 | \$90.22                    | \$15,698.09 |
| <b>5</b>                                                         | <b>4.5 years</b>    |                           |             | \$85.19                    | \$14,823.11 | \$89.08                     | \$15,500.58 | \$93.43                    | \$16,257.42 |
| <b>6</b>                                                         | <b>7.5 years</b>    |                           |             | \$86.89                    | \$15,118.46 | \$90.87                     | \$15,810.70 | \$95.35                    | \$16,591.54 |
| <b>7</b>                                                         | <b>10.5 years</b>   |                           |             | \$88.62                    | \$15,419.35 | \$92.71                     | \$16,131.90 | \$97.25                    | \$16,921.97 |
| <b>8</b>                                                         | <b>15 years</b>     |                           |             | \$90.41                    | \$15,731.32 | \$94.58                     | \$16,456.79 | \$99.19                    | \$17,259.78 |
| <b>9</b>                                                         | <b>20 years</b>     |                           |             | \$92.19                    | \$16,041.44 | \$96.46                     | \$16,783.52 | \$101.18                   | \$17,604.98 |
| <b>10</b>                                                        | <b>25 years</b>     |                           |             | \$93.93                    | \$16,344.18 | \$98.37                     | \$17,115.80 | \$103.17                   | \$17,952.02 |
| <b>11</b>                                                        | <b>30 years</b>     |                           |             | \$95.82                    | \$16,672.76 | \$100.32                    | \$17,455.45 | \$105.27                   | \$18,317.52 |
| <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                     |             |

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| Step                                                             | Years of Experience | Home Health Nurse I<br>9118 |             | Home Health Nurse II<br>9117 |             | Home Health Nurse III<br>9116 |             | Nurse Coordinator<br>9141 |             | Nurse, Administrative I<br>9134 |             |
|------------------------------------------------------------------|---------------------|-----------------------------|-------------|------------------------------|-------------|-------------------------------|-------------|---------------------------|-------------|---------------------------------|-------------|
|                                                                  |                     | Hourly                      | Monthly     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                    | Monthly     | Hourly                          | Monthly     |
|                                                                  | <6 mos              |                             |             |                              |             |                               |             |                           |             |                                 |             |
| <b>1</b>                                                         | <b>6 mos</b>        | \$73.96                     | \$12,868.23 | \$77.34                      | \$13,457.09 | \$85.16                       | \$14,817.57 | \$79.56                   | \$13,842.90 | \$77.34                         | \$13,457.09 |
| <b>2</b>                                                         | <b>1.5 years</b>    | \$76.63                     | \$13,333.41 | \$80.13                      | \$13,942.58 | \$88.25                       | \$15,354.75 | \$82.44                   | \$14,345.00 | \$80.13                         | \$13,942.58 |
| <b>3</b>                                                         | <b>2.5 years</b>    | \$79.38                     | \$13,811.52 | \$83.03                      | \$14,446.53 | \$91.42                       | \$15,906.69 | \$85.40                   | \$14,860.03 | \$83.03                         | \$14,446.53 |
| <b>4</b>                                                         | <b>3.5 years</b>    | \$82.23                     | \$14,308.08 | \$86.02                      | \$14,967.09 | \$94.70                       | \$16,477.09 | \$88.49                   | \$15,397.20 | \$86.02                         | \$14,967.09 |
| <b>5</b>                                                         | <b>4.5 years</b>    | \$85.19                     | \$14,823.11 | \$89.08                      | \$15,500.58 | \$98.08                       | \$17,065.96 | \$91.65                   | \$15,947.30 | \$89.08                         | \$15,500.58 |
| <b>6</b>                                                         | <b>7.5 years</b>    | \$86.88                     | \$15,116.62 | \$90.87                      | \$15,810.70 | \$100.06                      | \$17,411.15 | \$93.48                   | \$16,264.81 | \$90.87                         | \$15,810.70 |
| <b>7</b>                                                         | <b>10.5 years</b>   | \$88.62                     | \$15,419.35 | \$92.71                      | \$16,131.90 | \$102.05                      | \$17,756.35 | \$95.36                   | \$16,593.39 | \$92.71                         | \$16,131.90 |
| <b>8</b>                                                         | <b>15 years</b>     | \$90.41                     | \$15,731.32 | \$94.58                      | \$16,456.79 | \$104.12                      | \$18,116.31 | \$97.27                   | \$16,925.66 | \$94.58                         | \$16,456.79 |
| <b>9</b>                                                         | <b>20 years</b>     | \$92.19                     | \$16,041.44 | \$96.46                      | \$16,783.52 | \$106.22                      | \$18,481.81 | \$99.24                   | \$17,267.17 | \$96.46                         | \$16,783.52 |
| <b>10</b>                                                        | <b>25 years</b>     | \$93.93                     | \$16,344.18 | \$98.37                      | \$17,115.80 | \$108.30                      | \$18,843.62 | \$101.22                  | \$17,612.36 | \$98.37                         | \$17,115.80 |
| <b>11</b>                                                        | <b>30 years</b>     | \$95.82                     | \$16,672.76 | \$100.32                     | \$17,455.45 | \$110.49                      | \$19,225.74 | \$103.23                  | \$17,961.25 | \$100.32                        | \$17,455.45 |
| <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**  
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| Step      | Years of Experience | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Anesthetist<br>9144 |             | Step     | Years of Experience    | Nurse, Anesthetist Sr. Nex<br>7865 |             |
|-----------|---------------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|---------------------------|-------------|----------|------------------------|------------------------------------|-------------|
|           |                     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                    | Monthly     |          |                        | Hourly                             | Monthly     |
|           | <6 mos              |                              |             |                               |             |                                |             |                           |             |          |                        |                                    |             |
| <b>1</b>  | <b>6 mos</b>        | \$79.53                      | \$13,837.36 | \$83.47                       | \$14,524.06 | \$87.65                        | \$15,251.37 | \$93.26                   | \$16,227.89 | <b>1</b> | <b>Up to 3 years</b>   | \$119.78                           | \$20,840.96 |
| <b>2</b>  | <b>1.5 years</b>    | \$82.37                      | \$14,332.08 | \$86.43                       | \$15,039.09 | \$90.77                        | \$15,794.09 | \$96.99                   | \$16,875.82 | <b>2</b> | <b>3.1 - 5.9 years</b> | \$124.58                           | \$21,677.18 |
| <b>3</b>  | <b>2.5 years</b>    | \$85.37                      | \$14,854.49 | \$89.57                       | \$15,585.49 | \$94.04                        | \$16,362.64 | \$100.91                  | \$17,558.83 | <b>3</b> | <b>6 - 7.9 years</b>   | \$129.56                           | \$22,542.94 |
| <b>4</b>  | <b>3.5 years</b>    | \$88.45                      | \$15,389.82 | \$92.78                       | \$16,142.97 | \$97.44                        | \$16,955.20 | \$104.92                  | \$18,256.60 | <b>4</b> | <b>8 - 9.9 years</b>   | \$134.74                           | \$23,445.61 |
| <b>5</b>  | <b>4.5 years</b>    | \$91.62                      | \$15,941.76 | \$96.08                       | \$16,717.07 | \$100.92                       | \$17,560.67 | \$109.12                  | \$18,987.61 | <b>5</b> | <b>10+ years</b>       | \$140.14                           | \$24,385.21 |
| <b>6</b>  | <b>7.5 years</b>    | \$93.45                      | \$16,261.11 | \$98.04                       | \$17,058.57 | \$102.95                       | \$17,913.25 | \$113.48                  | \$19,746.30 | <b>6</b> | <b>30+ years</b>       | \$142.98                           | \$24,878.08 |
| <b>7</b>  | <b>10.5 years</b>   | \$95.36                      | \$16,593.39 | \$100.03                      | \$17,405.61 | \$104.99                       | \$18,267.68 | \$118.03                  | \$20,536.37 |          |                        |                                    |             |
| <b>8</b>  | <b>15 years</b>     | \$97.23                      | \$16,918.28 | \$102.02                      | \$17,750.81 | \$107.14                       | \$18,642.41 | \$122.71                  | \$21,352.29 |          |                        |                                    |             |
| <b>9</b>  | <b>20 years</b>     | \$99.19                      | \$17,259.78 | \$104.06                      | \$18,107.08 | \$109.24                       | \$19,007.91 | \$127.63                  | \$22,206.97 |          |                        |                                    |             |
| <b>10</b> | <b>25 years</b>     | \$101.16                     | \$17,601.29 | \$106.11                      | \$18,463.35 | \$111.45                       | \$19,391.87 | \$132.74                  | \$23,096.73 |          |                        |                                    |             |
| <b>11</b> | <b>30 years</b>     | \$103.19                     | \$17,955.71 | \$108.25                      | \$18,836.24 | \$113.64                       | \$19,773.99 | \$135.41                  | \$23,561.91 |          |                        |                                    |             |

**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> | -       |

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| 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              |                      |             |                                 |             |                                    |             |                                   |             |                                      |             |
| <b>1</b>                                                         | <b>6 mos</b>        | \$92.46              | \$16,087.59 | \$92.46                         | \$16,087.59 | \$112.24                           | \$19,530.32 | \$133.92                          | \$23,301.63 | \$143.62                             | \$24,990.69 |
| <b>2</b>                                                         | <b>1.5 years</b>    | \$95.78              | \$16,665.38 | \$95.78                         | \$16,087.59 |                                    |             |                                   |             |                                      |             |
| <b>3</b>                                                         | <b>2.5 years</b>    | \$99.20              | \$17,261.63 | \$99.20                         | \$16,087.59 |                                    |             |                                   |             |                                      |             |
| <b>4</b>                                                         | <b>3.5 years</b>    | \$102.79             | \$17,885.56 | \$102.79                        | \$16,087.59 |                                    |             |                                   |             |                                      |             |
| <b>5</b>                                                         | <b>4.5 years</b>    | \$106.51             | \$18,533.50 | \$106.51                        | \$16,087.59 |                                    |             |                                   |             |                                      |             |
| <b>6</b>                                                         | <b>7.5 years</b>    | \$108.59             | \$18,895.31 | \$108.59                        | \$16,087.59 |                                    |             |                                   |             |                                      |             |
| <b>7</b>                                                         | <b>10.5 years</b>   | \$110.80             | \$19,279.27 | \$110.80                        | \$16,087.59 |                                    |             |                                   |             |                                      |             |
| <b>8</b>                                                         | <b>15 years</b>     | \$112.99             | \$19,659.54 | \$112.99                        | \$16,087.59 |                                    |             |                                   |             |                                      |             |
| <b>9</b>                                                         | <b>20 years</b>     | \$115.23             | \$20,050.88 | \$115.23                        | \$16,087.59 |                                    |             |                                   |             |                                      |             |
| <b>10</b>                                                        | <b>25 years</b>     | \$117.42             | \$20,431.15 | \$117.42                        | \$16,087.59 |                                    |             |                                   |             |                                      |             |
| <b>11</b>                                                        | <b>30 years</b>     | \$119.77             | \$20,839.11 | \$119.77                        | \$16,087.59 |                                    |             |                                   |             |                                      |             |
| <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> | -                    |             | -                               |             | -                                  |             | -                                 |             | -                                    |             |

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|-----------------------------------------------------------|---------------------|---------------------------|-------------|----------------------------|-------------|-----------------------------|-------------|----------------------------|-------------|
| Step                                                      | Years of Experience | Nurse, Clinical I<br>9140 |             | Nurse, Clinical II<br>9139 |             | Nurse, Clinical III<br>9138 |             | Nurse, Clinical IV<br>9137 |             |
|                                                           |                     | Hourly                    | Monthly     | Hourly                     | Monthly     | Hourly                      | Monthly     | Hourly                     | Monthly     |
|                                                           | <6 mos              | \$72.56                   | \$13,360.36 |                            |             |                             |             |                            |             |
| 1                                                         | 6 mos               |                           |             | \$76.17                    | \$13,254.28 | \$79.66                     | \$13,860.80 | \$83.63                    | \$14,550.99 |
| 2                                                         | 1.5 years           |                           |             | \$78.93                    | \$13,733.41 | \$82.53                     | \$14,360.86 | \$86.60                    | \$15,068.16 |
| 3                                                         | 2.5 years           |                           |             | \$81.76                    | \$14,225.86 | \$85.52                     | \$14,879.93 | \$89.72                    | \$15,611.94 |
| 4                                                         | 3.5 years           |                           |             | \$84.70                    | \$14,737.32 | \$88.60                     | \$15,416.11 | \$92.93                    | \$16,169.04 |
| 5                                                         | 4.5 years           |                           |             | \$87.75                    | \$15,267.80 | \$91.76                     | \$15,965.59 | \$96.24                    | \$16,745.15 |
| 6                                                         | 7.5 years           |                           |             | \$89.49                    | \$15,572.02 | \$93.59                     | \$16,285.02 | \$98.21                    | \$17,089.29 |
| 7                                                         | 10.5 years          |                           |             | \$91.28                    | \$15,881.93 | \$95.49                     | \$16,615.85 | \$100.17                   | \$17,429.63 |
| 8                                                         | 15 years            |                           |             | \$93.12                    | \$16,203.26 | \$97.42                     | \$16,950.49 | \$102.17                   | \$17,777.58 |
| 9                                                         | 20 years            |                           |             | \$94.96                    | \$16,522.69 | \$99.35                     | \$17,287.03 | \$104.21                   | \$18,133.13 |
| 10                                                        | 25 years            |                           |             | \$96.75                    | \$16,834.51 | \$101.32                    | \$17,629.27 | \$106.27                   | \$18,490.58 |
| 11                                                        | 30 years            |                           |             | \$98.70                    | \$17,172.95 | \$103.33                    | \$17,979.12 | \$108.43                   | \$18,867.05 |
| Shift Differential, On-Call and Charge Nurse Differential |                     |                           |             |                            |             |                             |             |                            |             |
|                                                           |                     | Percent                   |             | Percent                    |             | Percent                     |             | Percent                    |             |
|                                                           | Eve                 | 10%                       |             | 10%                        |             | 10%                         |             | 10%                        |             |
|                                                           | Night               | 16%                       |             | 16%                        |             | 16%                         |             | 16%                        |             |
|                                                           | Weekend             | 5%                        |             | 5%                         |             | 5%                          |             | 5%                         |             |
|                                                           | On-Call             | 50%                       |             | 50%                        |             | 50%                         |             | 50%                        |             |
|                                                           | Charge Nurse        | -                         |             | \$2.50/Hr.                 |             | \$2.50/Hr.                  |             | \$0.00                     |             |

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| Step                                                             | Years of Experience | Home Health Nurse I<br>9118 |             | Home Health Nurse II<br>9117 |             | Home Health Nurse III<br>9116 |             | Nurse Coordinator<br>9141 |             | Nurse, Administrative I<br>9134 |             |
|------------------------------------------------------------------|---------------------|-----------------------------|-------------|------------------------------|-------------|-------------------------------|-------------|---------------------------|-------------|---------------------------------|-------------|
|                                                                  |                     | Hourly                      | Monthly     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                    | Monthly     | Hourly                          | Monthly     |
|                                                                  | <6 mos              |                             |             |                              |             |                               |             |                           |             |                                 |             |
| <b>1</b>                                                         | <b>6 mos</b>        | \$76.17                     | \$13,254.28 | \$79.66                      | \$13,860.80 | \$87.71                       | \$15,262.10 | \$81.94                   | \$14,258.19 | \$79.66                         | \$13,860.80 |
| <b>2</b>                                                         | <b>1.5 years</b>    | \$78.93                     | \$13,733.41 | \$82.53                      | \$14,360.86 | \$90.89                       | \$15,815.39 | \$84.92                   | \$14,775.35 | \$82.53                         | \$14,360.86 |
| <b>3</b>                                                         | <b>2.5 years</b>    | \$81.76                     | \$14,225.86 | \$85.52                      | \$14,879.93 | \$94.16                       | \$16,383.89 | \$87.96                   | \$15,305.83 | \$85.52                         | \$14,879.93 |
| <b>4</b>                                                         | <b>3.5 years</b>    | \$84.70                     | \$14,737.32 | \$88.60                      | \$15,416.11 | \$97.54                       | \$16,971.41 | \$91.14                   | \$15,859.12 | \$88.60                         | \$15,416.11 |
| <b>5</b>                                                         | <b>4.5 years</b>    | \$87.75                     | \$15,267.80 | \$91.76                      | \$15,965.59 | \$101.02                      | \$17,577.93 | \$94.40                   | \$16,425.72 | \$91.76                         | \$15,965.59 |
| <b>6</b>                                                         | <b>7.5 years</b>    | \$89.48                     | \$15,570.11 | \$93.59                      | \$16,285.02 | \$103.07                      | \$17,933.49 | \$96.28                   | \$16,752.75 | \$93.59                         | \$16,285.02 |
| <b>7</b>                                                         | <b>10.5 years</b>   | \$91.28                     | \$15,881.93 | \$95.49                      | \$16,615.85 | \$105.11                      | \$18,289.04 | \$98.23                   | \$17,091.19 | \$95.49                         | \$16,615.85 |
| <b>8</b>                                                         | <b>15 years</b>     | \$93.12                     | \$16,203.26 | \$97.42                      | \$16,950.49 | \$107.24                      | \$18,659.80 | \$100.19                  | \$17,433.43 | \$97.42                         | \$16,950.49 |
| <b>9</b>                                                         | <b>20 years</b>     | \$94.96                     | \$16,522.69 | \$99.35                      | \$17,287.03 | \$109.40                      | \$19,036.27 | \$102.21                  | \$17,785.18 | \$99.35                         | \$17,287.03 |
| <b>10</b>                                                        | <b>25 years</b>     | \$96.75                     | \$16,834.51 | \$101.32                     | \$17,629.27 | \$111.55                      | \$19,408.93 | \$104.26                  | \$18,140.73 | \$101.32                        | \$17,629.27 |
| <b>11</b>                                                        | <b>30 years</b>     | \$98.70                     | \$17,172.95 | \$103.33                     | \$17,979.12 | \$113.81                      | \$19,802.51 | \$106.32                  | \$18,500.09 | \$103.33                        | \$17,979.12 |
| <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.                    |             | -                         |             | -                               |             |

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| Step                                                             | Years of Experience | Nurse Practitioner I<br>9148 |             | Nurse Practitioner II<br>9147 |             | Nurse Practitioner III<br>9146 |             | Nurse Anesthetist<br>9144 |             | Step | Years of Experience | Nurse, Anesthetist Sr. Nex<br>7865 |             |
|------------------------------------------------------------------|---------------------|------------------------------|-------------|-------------------------------|-------------|--------------------------------|-------------|---------------------------|-------------|------|---------------------|------------------------------------|-------------|
|                                                                  |                     | Hourly                       | Monthly     | Hourly                        | Monthly     | Hourly                         | Monthly     | Hourly                    | Monthly     |      |                     | Hourly                             | Monthly     |
|                                                                  | <6 mos              |                              |             |                               |             |                                |             |                           |             |      |                     |                                    |             |
| 1                                                                | 6 mos               | \$81.91                      | \$14,252.48 | \$85.98                       | \$14,959.78 | \$90.28                        | \$15,708.91 | \$96.06                   | \$16,714.72 | 1    | Up to 3 years       | \$123.37                           | \$21,466.18 |
| 2                                                                | 1.5 years           | \$84.84                      | \$14,762.04 | \$89.02                       | \$15,490.26 | \$93.49                        | \$16,267.91 | \$99.90                   | \$17,382.10 | 2    | 3.1 - 5.9 years     | \$128.32                           | \$22,327.49 |
| 3                                                                | 2.5 years           | \$87.93                      | \$15,300.12 | \$92.26                       | \$16,053.06 | \$96.86                        | \$16,853.52 | \$103.94                  | \$18,085.59 | 3    | 6 - 7.9 years       | \$133.44                           | \$23,219.22 |
| 4                                                                | 3.5 years           | \$91.10                      | \$15,851.51 | \$95.56                       | \$16,627.26 | \$100.37                       | \$17,463.85 | \$108.07                  | \$18,804.30 | 4    | 8 - 9.9 years       | \$138.79                           | \$24,148.98 |
| 5                                                                | 4.5 years           | \$94.37                      | \$16,420.02 | \$98.96                       | \$17,218.58 | \$103.95                       | \$18,087.49 | \$112.40                  | \$19,557.23 | 5    | 10+ years           | \$144.35                           | \$25,116.77 |
| 6                                                                | 7.5 years           | \$96.26                      | \$16,748.95 | \$100.98                      | \$17,570.33 | \$106.04                       | \$18,450.65 | \$116.89                  | \$20,338.69 | 6    | 30+ years           | \$147.27                           | \$25,624.43 |
| 7                                                                | 10.5 years          | \$98.23                      | \$17,091.19 | \$103.03                      | \$17,927.78 | \$108.14                       | \$18,815.71 | \$121.57                  | \$21,152.46 |      |                     |                                    |             |
| 8                                                                | 15 years            | \$100.15                     | \$17,425.83 | \$105.08                      | \$18,283.33 | \$110.35                       | \$19,201.68 | \$126.40                  | \$21,992.86 |      |                     |                                    |             |
| 9                                                                | 20 years            | \$102.17                     | \$17,777.58 | \$107.19                      | \$18,650.29 | \$112.52                       | \$19,578.15 | \$131.46                  | \$22,873.18 |      |                     |                                    |             |
| 10                                                               | 25 years            | \$104.19                     | \$18,129.32 | \$109.29                      | \$19,017.25 | \$114.79                       | \$19,973.63 | \$136.72                  | \$23,789.63 |      |                     |                                    |             |
| 11                                                               | 30 years            | \$106.29                     | \$18,494.38 | \$111.50                      | \$19,401.32 | \$117.05                       | \$20,367.21 | \$139.48                  | \$24,268.77 |      |                     |                                    |             |
| <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> | -                                  |             |

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| 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               | \$95.23              | \$16,570.22 | \$95.23                           | \$16,570.22 | \$115.61                           | \$20,116.23 | \$137.93                          | \$24,000.68 | \$147.93                             | \$25,740.41 |
| 2                                                                | 1.5 years           | \$98.65              | \$17,165.34 | \$98.65                           | \$16,570.22 |                                    |             |                                   |             |                                      |             |
| 3                                                                | 2.5 years           | \$102.18             | \$17,779.48 | \$102.18                          | \$16,570.22 |                                    |             |                                   |             |                                      |             |
| 4                                                                | 3.5 years           | \$105.87             | \$18,422.13 | \$105.87                          | \$16,570.22 |                                    |             |                                   |             |                                      |             |
| 5                                                                | 4.5 years           | \$109.71             | \$19,089.50 | \$109.71                          | \$16,570.22 |                                    |             |                                   |             |                                      |             |
| 6                                                                | 7.5 years           | \$111.85             | \$19,462.17 | \$111.85                          | \$16,570.22 |                                    |             |                                   |             |                                      |             |
| 7                                                                | 10.5 years          | \$114.12             | \$19,857.65 | \$114.12                          | \$16,570.22 |                                    |             |                                   |             |                                      |             |
| 8                                                                | 15 years            | \$116.38             | \$20,249.32 | \$116.38                          | \$16,570.22 |                                    |             |                                   |             |                                      |             |
| 9                                                                | 20 years            | \$118.69             | \$20,652.41 | \$118.69                          | \$16,570.22 |                                    |             |                                   |             |                                      |             |
| 10                                                               | 25 years            | \$120.94             | \$21,044.09 | \$120.94                          | \$16,570.22 |                                    |             |                                   |             |                                      |             |
| 11                                                               | 30 years            | \$123.36             | \$21,464.28 | \$123.36                          | \$16,570.22 |                                    |             |                                   |             |                                      |             |
| <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> | -                    |             | -                                 |             | -                                  |             | -                                 |             | -                                    |             |