

UC BERKELEY													
Effective January 2022													
Step	Years of Experience	Nurse, Clinical II		Nurse, Clinical III		Nurse Practitioner II		Nurse Practitioner III		Nurse, Per Diem		Nurse, Practitioner Per Diem	
		9139		9138		9147		9146		9119		9160	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
										\$70.15	\$12,206.63	\$82.91	\$14,425.50
1	<6 years	\$55.04	\$9,577.07	\$60.50	\$10,527.75	\$63.66	\$11,077.24	\$70.00	\$12,180.02				
2	6 years	\$56.12	\$9,765.31	\$61.71	\$10,736.90	\$64.92	\$11,295.89	\$71.42	\$12,427.19				
3	9 years	\$57.27	\$9,964.95	\$62.97	\$10,957.45	\$66.23	\$11,524.05	\$72.82	\$12,670.56				
4	12 years	\$58.40	\$10,160.79	\$64.21	\$11,172.30	\$67.53	\$11,750.31	\$74.27	\$12,923.44				
5	15 years	\$59.58	\$10,366.13	\$65.51	\$11,398.56	\$68.93	\$11,993.68	\$75.77	\$13,183.93				
6	18 years	\$60.74	\$10,569.58	\$66.81	\$11,624.82	\$70.27	\$12,227.55	\$77.28	\$13,446.31				
7	21 years	\$61.97	\$10,782.53	\$68.12	\$11,852.98	\$71.70	\$12,476.63	\$78.83	\$13,716.30				
8	24 years	\$63.23	\$11,001.18	\$69.52	\$12,096.36	\$73.13	\$12,723.80	\$80.38	\$13,986.29				
9	27 years	\$64.48	\$11,219.84	\$70.89	\$12,334.02	\$74.61	\$12,982.38	\$82.01	\$14,269.59				
10		\$65.75	\$11,440.39	\$72.33	\$12,585.00	\$76.09	\$13,239.07	\$83.63	\$14,550.99				
11		\$67.08	\$11,672.36	\$73.78	\$12,837.88	\$77.61	\$13,503.35	\$85.31	\$14,843.80				
12		\$68.40	\$11,902.42	\$75.26	\$13,094.56	\$79.17	\$13,775.24	\$87.02	\$15,142.31				
13		\$69.79	\$12,143.89	\$76.75	\$13,355.05	\$80.74	\$14,049.04	\$88.78	\$15,448.43				
14		\$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				
Shift Differential, On-Call and Charge Nurse Differential													
		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly	
	Eve	\$1.65		\$1.65		\$1.65		\$1.65		\$1.65		\$1.65	
	Night	\$2.25		\$2.25		\$2.25		\$2.25		\$2.25		\$2.25	
	Weekend	\$1.00		\$1.00		\$1.00		\$1.00		\$1.00		\$1.00	
	On-Call	-		-		-		-		-		-	
	Charge Nurse	\$1.00		\$1.00		-		-		-		-	

UC BERKELEY													
Effective January 2023													
Step	Years of Experience	Nurse, Clinical II		Nurse, Clinical III		Nurse Practitioner II		Nurse Practitioner III		Nurse, Per Diem		Nurse, Practitioner Per Diem	
		9139		9138		9147		9146		9119		9160	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
										\$74.36	\$12,939.03	\$87.88	\$15,291.03
1	<6 years	\$58.34	\$10,151.70	\$64.13	\$11,159.41	\$67.48	\$11,741.87	\$74.20	\$12,910.82				
2	6 years	\$59.49	\$10,351.23	\$65.41	\$11,381.11	\$68.81	\$11,973.64	\$75.71	\$13,172.82				
3	9 years	\$60.71	\$10,562.85	\$66.75	\$11,614.90	\$70.20	\$12,215.50	\$77.19	\$13,430.80				
4	12 years	\$61.90	\$10,770.43	\$68.06	\$11,842.64	\$71.58	\$12,455.33	\$78.73	\$13,698.85				
5	15 years	\$63.15	\$10,988.10	\$69.44	\$12,082.48	\$73.06	\$12,713.31	\$80.32	\$13,974.96				
6	18 years	\$64.39	\$11,203.75	\$70.82	\$12,322.31	\$74.49	\$12,961.20	\$81.91	\$14,253.09				
7	21 years	\$65.69	\$11,429.48	\$72.21	\$12,564.16	\$76.01	\$13,225.22	\$83.56	\$14,539.28				
8	24 years	\$67.02	\$11,661.25	\$73.69	\$12,822.14	\$77.51	\$13,487.23	\$85.20	\$14,825.47				
9	27 years	\$68.35	\$11,893.03	\$75.14	\$13,074.07	\$79.09	\$13,761.33	\$86.93	\$15,125.77				
10		\$69.69	\$12,126.82	\$76.67	\$13,340.10	\$80.65	\$14,033.41	\$88.64	\$15,424.05				
11		\$71.11	\$12,372.70	\$78.21	\$13,608.15	\$82.26	\$14,313.55	\$90.43	\$15,734.43				
12		\$72.51	\$12,616.56	\$79.77	\$13,880.24	\$83.92	\$14,601.76	\$92.25	\$16,050.85				
13		\$73.98	\$12,872.52	\$81.36	\$14,156.35	\$85.59	\$14,891.98	\$94.11	\$16,375.33				
14		\$75.45	\$13,128.48	\$82.99	\$14,440.52	\$87.31	\$15,192.28	\$95.99	\$16,701.83				
		\$76.98	\$13,394.52	\$84.66	\$14,730.75	\$89.05	\$15,494.59	\$97.91	\$17,036.39				
		\$78.50	\$13,658.54	\$86.34	\$15,022.98	\$90.82	\$15,802.95	\$99.89	\$17,381.03				
		\$80.06	\$13,930.62	\$88.05	\$15,321.27	\$92.65	\$16,121.39	\$101.87	\$17,725.67				
		\$81.67	\$14,210.77	\$89.80	\$15,625.60	\$94.50	\$16,443.86	\$103.90	\$18,078.37				
		\$83.30	\$14,494.94	\$91.60	\$15,937.99	\$96.38	\$16,770.36	\$105.97	\$18,439.13				
		\$84.98	\$14,787.18	\$93.44	\$16,258.44	\$98.32	\$17,106.93	\$108.10	\$18,809.97				
		\$86.67	\$15,081.43	\$95.32	\$16,584.94	\$100.28	\$17,449.56	\$110.26	\$19,184.84				
		\$88.40	\$15,381.73	\$97.22	\$16,915.47	\$102.29	\$17,798.22	\$112.47	\$19,569.78				
Shift Differential, On-Call and Charge Nurse Differential													
		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly	
	Eve	\$1.65		\$1.65		\$1.65		\$1.65		\$1.65		\$1.65	
	Night	\$2.25		\$2.25		\$2.25		\$2.25		\$2.25		\$2.25	
	Weekend	\$1.00		\$1.00		\$1.00		\$1.00		\$1.00		\$1.00	
	On-Call	-		-		-		-		-		-	
	Charge Nurse	\$1.00		\$1.00		-		-		-		-	

UC BERKELEY													
Effective January 2024													
Step	Years of Experience	Nurse, Clinical II		Nurse, Clinical III		Nurse Practitioner II		Nurse Practioner III		Nurse, Per Diem		Nurse, Practitioner Per Diem	
		9139		9138		9147		9146		9119		9160	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
										\$78.08	\$13,585.98	\$92.27	\$16,055.59
1	<6 years	\$61.26	\$10,659.28	\$67.34	\$11,717.38	\$70.86	\$12,328.96	\$77.91	\$13,556.36				
2	6 years	\$62.46	\$10,868.79	\$68.68	\$11,950.16	\$72.25	\$12,572.33	\$79.49	\$13,831.46				
3	9 years	\$63.74	\$11,090.99	\$70.09	\$12,195.64	\$73.71	\$12,826.27	\$81.05	\$14,102.34				
4	12 years	\$64.99	\$11,308.96	\$71.46	\$12,434.77	\$75.16	\$13,078.10	\$82.67	\$14,383.79				
5	15 years	\$66.31	\$11,537.51	\$72.91	\$12,686.60	\$76.72	\$13,348.97	\$84.33	\$14,673.71				
6	18 years	\$67.61	\$11,763.94	\$74.36	\$12,938.43	\$78.21	\$13,609.26	\$86.01	\$14,965.74				
7	21 years	\$68.97	\$12,000.95	\$75.82	\$13,192.37	\$79.81	\$13,886.48	\$87.74	\$15,266.24				
8	24 years	\$70.37	\$12,244.32	\$77.37	\$13,463.25	\$81.39	\$14,161.59	\$89.46	\$15,566.74				
9	27 years	\$71.77	\$12,487.68	\$78.90	\$13,727.77	\$83.04	\$14,449.39	\$91.28	\$15,882.06				
10		\$73.18	\$12,733.16	\$80.50	\$14,007.11	\$84.68	\$14,735.08	\$93.08	\$16,195.26				
11		\$74.66	\$12,991.33	\$82.12	\$14,288.56	\$86.37	\$15,029.23	\$94.95	\$16,521.15				
12		\$76.13	\$13,247.39	\$83.76	\$14,574.25	\$88.11	\$15,331.85	\$96.86	\$16,853.39				
13		\$77.68	\$13,516.15	\$85.43	\$14,864.17	\$89.87	\$15,636.58	\$98.82	\$17,194.10				
14		\$79.22	\$13,784.91	\$87.14	\$15,162.55	\$91.68	\$15,951.89	\$100.79	\$17,536.92				
		\$80.83	\$14,064.25	\$88.89	\$15,467.28	\$93.50	\$16,269.32	\$102.81	\$17,888.21				
		\$82.42	\$14,341.47	\$90.66	\$15,774.13	\$95.36	\$16,593.10	\$104.89	\$18,250.08				
		\$84.06	\$14,627.15	\$92.46	\$16,087.33	\$97.28	\$16,927.46	\$106.97	\$18,611.95				
		\$85.75	\$14,921.30	\$94.29	\$16,406.88	\$99.23	\$17,266.05	\$109.09	\$18,982.29				
		\$87.47	\$15,219.69	\$96.18	\$16,734.89	\$101.20	\$17,608.87	\$111.27	\$19,361.09				
		\$89.23	\$15,526.54	\$98.11	\$17,071.36	\$103.23	\$17,962.28	\$113.51	\$19,750.47				
		\$91.01	\$15,835.50	\$100.08	\$17,414.18	\$105.30	\$18,322.03	\$115.77	\$20,144.08				
		\$92.82	\$16,150.82	\$102.08	\$17,761.24	\$107.40	\$18,688.14	\$118.09	\$20,548.27				
Shift Differential, On-Call and Charge Nurse Differential													
		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly	
	Eve	\$1.65		\$1.65		\$1.65		\$1.65		\$1.65		\$1.65	
	Night	\$2.25		\$2.25		\$2.25		\$2.25		\$2.25		\$2.25	
	Weekend	\$1.00		\$1.00		\$1.00		\$1.00		\$1.00		\$1.00	
	On-Call	-		-		-		-		-		-	
	Charge Nurse	\$1.00		\$1.00		-		-		-		-	

UC BERKELEY													
Effective January 2025													
Step	Years of Experience	Nurse, Clinical II		Nurse, Clinical III		Nurse Practitioner II		Nurse Practitioner III		Nurse, Per Diem		Nurse, Practitioner Per Diem	
		9139		9138		9147		9146		9119		9160	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
										\$81.98	\$14,265.28	\$96.89	\$16,858.37
1	<6 years	\$64.32	\$11,192.25	\$70.71	\$12,303.25	\$74.40	\$12,945.41	\$81.81	\$14,234.18				
2	6 years	\$65.59	\$11,412.23	\$72.11	\$12,547.67	\$75.87	\$13,200.94	\$83.47	\$14,523.04				
3	9 years	\$66.93	\$11,645.54	\$73.59	\$12,805.43	\$77.40	\$13,467.58	\$85.10	\$14,807.45				
4	12 years	\$68.24	\$11,874.40	\$75.04	\$13,056.51	\$78.92	\$13,732.00	\$86.80	\$15,102.98				
5	15 years	\$69.62	\$12,114.38	\$76.56	\$13,320.93	\$80.55	\$14,016.42	\$88.55	\$15,407.40				
6	18 years	\$70.99	\$12,352.14	\$78.08	\$13,585.35	\$82.12	\$14,289.73	\$90.31	\$15,714.03				
7	21 years	\$72.42	\$12,601.00	\$79.61	\$13,851.99	\$83.80	\$14,580.81	\$92.12	\$16,029.56				
8	24 years	\$73.89	\$12,856.53	\$81.24	\$14,136.41	\$85.46	\$14,869.67	\$93.94	\$16,345.08				
9	27 years	\$75.36	\$13,112.06	\$82.84	\$14,414.16	\$87.19	\$15,171.86	\$95.84	\$16,676.16				
10		\$76.84	\$13,369.81	\$84.53	\$14,707.46	\$88.92	\$15,471.83	\$97.73	\$17,005.02				
11		\$78.40	\$13,640.90	\$86.22	\$15,002.99	\$90.69	\$15,780.69	\$99.70	\$17,347.21				
12		\$79.94	\$13,909.76	\$87.95	\$15,302.96	\$92.52	\$16,098.44	\$101.70	\$17,696.06				
13		\$81.56	\$14,191.96	\$89.70	\$15,607.38	\$94.36	\$16,418.41	\$103.76	\$18,053.81				
14		\$83.18	\$14,474.15	\$91.50	\$15,920.68	\$96.26	\$16,749.49	\$105.83	\$18,413.77				
		\$84.87	\$14,767.46	\$93.34	\$16,240.65	\$98.18	\$17,082.79	\$107.95	\$18,782.62				
		\$86.54	\$15,058.54	\$95.19	\$16,562.84	\$100.13	\$17,422.76	\$110.13	\$19,162.59				
		\$88.27	\$15,358.51	\$97.08	\$16,891.70	\$102.15	\$17,773.83	\$112.31	\$19,542.55				
		\$90.04	\$15,667.37	\$99.01	\$17,227.22	\$104.19	\$18,129.35	\$114.55	\$19,931.40				
		\$91.84	\$15,980.67	\$100.99	\$17,571.63	\$106.26	\$18,489.32	\$116.83	\$20,329.14				
		\$93.69	\$16,302.86	\$103.02	\$17,924.93	\$108.39	\$18,860.39	\$119.18	\$20,737.99				
		\$95.56	\$16,627.28	\$105.09	\$18,284.89	\$110.56	\$19,238.13	\$121.56	\$21,151.28				
		\$97.46	\$16,958.36	\$107.18	\$18,649.30	\$112.77	\$19,622.54	\$124.00	\$21,575.69				
Shift Differential, On-Call and Charge Nurse Differential													
		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly	
	Eve	\$1.65		\$1.65		\$1.65		\$1.65		\$1.65		\$1.65	
	Night	\$2.25		\$2.25		\$2.25		\$2.25		\$2.25		\$2.25	
	Weekend	\$1.00		\$1.00		\$1.00		\$1.00		\$1.00		\$1.00	
	On-Call	-		-		-		-		-		-	
	Charge Nurse	\$1.00		\$1.00		-		-		-		-	

UC DAVIS									
Effective January 2022									
Step	Years of Experience	Home Health Nurse I		Home Health Nurse II		Home Health Nurse III		Nurse Administrative I	
		9118		9117		9116		9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos								
1	1 year	\$60.08	\$10,453.59	\$63.08	\$10,976.46	\$66.23	\$11,524.05	\$66.23	\$11,524.05
2	2 years	\$61.29	\$10,664.64	\$64.32	\$11,191.32	\$67.57	\$11,757.92	\$67.57	\$11,757.92
3	3 years	\$62.49	\$10,873.79	\$65.63	\$11,419.48	\$68.92	\$11,991.78	\$68.92	\$11,991.78
4	4 years	\$63.77	\$11,096.25	\$66.94	\$11,647.64	\$70.28	\$12,229.45	\$70.28	\$12,229.45
5	5 years	\$65.01	\$11,311.10	\$68.32	\$11,887.21	\$71.70	\$12,476.63	\$71.70	\$12,476.63
6	6 years	\$66.36	\$11,546.87	\$69.66	\$12,121.07	\$73.13	\$12,723.80	\$73.13	\$12,723.80
7	7 years	\$67.68	\$11,776.93	\$71.05	\$12,362.55	\$74.59	\$12,978.58	\$74.59	\$12,978.58
8	9 years	\$69.05	\$12,014.60	\$72.47	\$12,609.72	\$76.14	\$13,248.57	\$76.14	\$13,248.57
9	11 years	\$70.43	\$12,254.17	\$73.91	\$12,860.70	\$77.71	\$13,522.37	\$77.71	\$13,522.37
10	13 years	\$71.80	\$12,493.74	\$75.37	\$13,113.58	\$79.20	\$13,780.95	\$79.20	\$13,780.95
11	≥16 years	\$73.26	\$12,746.62	\$76.92	\$13,383.57	\$80.75	\$14,050.94	\$80.75	\$14,050.94
12		\$74.71	\$12,999.50	\$78.43	\$13,645.95	\$82.38	\$14,334.24	\$82.38	\$14,334.24
13		\$76.22	\$13,261.88	\$79.99	\$13,917.85	\$84.01	\$14,617.54	\$84.01	\$14,617.54
14		\$77.73	\$13,524.27	\$81.60	\$14,199.24	\$85.68	\$14,908.45	\$85.68	\$14,908.45
15		\$79.28	\$13,794.26	\$83.21	\$14,478.74	\$87.39	\$15,205.06	\$87.39	\$15,205.06
16				\$84.88	\$14,769.65	\$88.31	\$15,366.67	\$88.31	\$15,366.67
17						\$90.11	\$15,678.49	\$90.11	\$15,678.49
18						\$91.94	\$15,997.92	\$91.94	\$15,997.92
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		\$0.00	

UC DAVIS														
Effective January 2022														
Step	Years of	Nurse Practitioner I		Nurse Practitioner II		Nurse Practitioner III		Nurse Anesthetist		Step	Years of Experience	Nurse Anesthetist Sr. Ex		
	Experience	9148		9147		9146		9144				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						

UC DAVIS					
Effective January 2022					
Description	Nurse, Per Diem	Home Health Nurse, Per Diem	Nurse Practitioner, Per Diem	Nurse Anesthetist, Per Diem	Nurse Anesthetist Sr. Per Diem
	9119	9114	9160	9122	9121
	Hourly	Hourly	Hourly	Hourly	Hourly
Unit-Based	\$81.11	\$82.10	\$99.65	\$121.59	\$143.23
CP 3 shifts/mo	\$87.19				
CP 6 shifts/mo	\$93.30				
Shift Differential, On-Call and Charge Nurse Differential					
	Hourly	Hourly	Hourly	Hourly	Hourly
Eve	\$6.00	\$6.00	\$6.00	\$4.45	\$5.15
Night	\$7.35	\$7.20	\$6.00	\$9.40	\$10.90
Weekend	\$3.50	\$3.50	\$3.50	\$1.60	\$1.60
On-Call	\$12.00	\$12.00	\$12.00	\$9.00	\$9.00
Charge Nurse	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

UC DAVIS									
Effective January 2023									
Step	Years of Experience	Nurse, Clinical I		Nurse, Clinical II		Nurse, Clinical III		Nurse, Clinical IV	
		9140		9139		9138		9137	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos	\$63.68	\$11,080.81						
1	1 year			\$66.87	\$11,635.05	\$70.20	\$12,215.50	\$80.44	\$13,997.13
2	2 years			\$68.18	\$11,862.80	\$71.63	\$12,463.39	\$82.05	\$14,277.28
3	3 years			\$69.57	\$12,104.65	\$73.05	\$12,711.29	\$83.73	\$14,569.51
4	4 years			\$70.96	\$12,346.50	\$74.50	\$12,963.22	\$85.39	\$14,857.72
5	5 years			\$72.42	\$12,600.44	\$76.01	\$13,225.22	\$87.09	\$15,153.99
6	6 years			\$73.84	\$12,848.34	\$77.51	\$13,487.23	\$88.83	\$15,456.30
7	7 years			\$75.31	\$13,104.30	\$79.06	\$13,757.30	\$90.62	\$15,768.69
8	9 years			\$76.82	\$13,366.30	\$80.71	\$14,043.49	\$92.44	\$16,085.11
9	11 years			\$78.35	\$13,632.34	\$82.38	\$14,333.71	\$94.27	\$16,403.55
10	13 years			\$79.89	\$13,900.39	\$83.95	\$14,607.81	\$96.15	\$16,730.05
11	≥16 years			\$81.53	\$14,186.58	\$85.60	\$14,894.00	\$98.07	\$17,064.61
12				\$83.13	\$14,464.71	\$87.32	\$15,194.29	\$100.03	\$17,405.22
13				\$84.79	\$14,752.92	\$89.05	\$15,494.59	\$102.01	\$17,749.85
14				\$86.50	\$15,051.20	\$90.82	\$15,802.95	\$104.07	\$18,108.60
15				\$88.20	\$15,347.47	\$92.63	\$16,117.36	\$106.13	\$18,467.35
16				\$89.98	\$15,655.83	\$93.61	\$16,288.67	\$107.56	\$18,715.24
17						\$95.51	\$16,619.20	\$109.70	\$19,088.10
18						\$97.46	\$16,957.79	\$111.88	\$19,467.00
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		\$15.00		\$15.00		\$15.00		\$15.00	
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 2023							
Step	Years of Experience	Coordinator, Transplant I		Coordinator, Transplant II		Coordinator, Transplant III	
		9110		9111		9125	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos						
1	1 year	\$73.70	\$12,824.15	\$77.40	\$13,467.07	\$81.24	\$14,136.20
2	2 years	\$75.20	\$13,084.14	\$78.98	\$13,743.19	\$82.93	\$14,430.45
3	3 years	\$76.70	\$13,346.15	\$80.54	\$14,013.25	\$84.60	\$14,720.67
4	4 years	\$78.23	\$13,612.19	\$82.16	\$14,295.41	\$86.27	\$15,010.89
5	5 years	\$79.82	\$13,888.30	\$83.81	\$14,583.62	\$87.98	\$15,309.17
6	6 years	\$81.38	\$14,160.38	\$85.48	\$14,873.84	\$89.74	\$15,615.52
7	7 years	\$83.03	\$14,446.57	\$87.16	\$15,166.08	\$91.50	\$15,921.86
8	9 years	\$84.69	\$14,736.79	\$88.92	\$15,472.42	\$93.37	\$16,246.35
9	11 years	\$86.51	\$15,053.21	\$90.82	\$15,802.95	\$95.36	\$16,593.00
10	13 years	\$88.13	\$15,335.37	\$92.54	\$16,101.24	\$97.15	\$16,903.38
11	≥16 years	\$89.86	\$15,635.67	\$94.35	\$16,417.66	\$99.09	\$17,241.97
12		\$91.66	\$15,948.06	\$96.27	\$16,750.20	\$101.05	\$17,582.57
13		\$93.50	\$16,268.52	\$98.18	\$17,082.75	\$103.08	\$17,935.27
14		\$95.35	\$16,590.98	\$100.16	\$17,427.39	\$105.13	\$18,292.00
15		\$97.25	\$16,921.51	\$102.13	\$17,770.01	\$107.23	\$18,658.81
16		\$98.33	\$17,108.95	\$103.24	\$17,963.49	\$108.40	\$18,862.37
17		\$100.28	\$17,449.56	\$105.32	\$18,326.27	\$110.58	\$19,241.27
18		\$102.32	\$17,804.27	\$107.42	\$18,691.06	\$112.82	\$19,630.25
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 January 2023														
Step	Years of Experience	Nurse Practitioner I		Nurse Practitioner II		Nurse Practitioner III		Nurse Anesthetist		Step	Years of Experience	Nurse Anesthetist Sr. Ex		
		9148		9147		9146		9144				7864		
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly	
	<6 mos													
1	1 year	\$75.79	\$13,186.93	\$79.54	\$13,839.93	\$87.49	\$15,222.51	\$82.10	\$14,285.34	1	<1 year	\$123.95	\$21,567.07	
2	2 years	\$77.29	\$13,448.94	\$81.14	\$14,118.06	\$89.25	\$15,528.85	\$83.73	\$14,569.51	2	5 years	\$130.67	\$22,736.02	
3	3 years	\$78.80	\$13,710.94	\$82.74	\$14,396.19	\$91.02	\$15,837.21	\$85.42	\$14,863.76	3	10 years	\$139.83	\$24,330.22	
4	4 years	\$80.40	\$13,989.07	\$84.39	\$14,684.39	\$92.83	\$16,151.62	\$87.14	\$15,162.05	4				
5	5 years	\$82.00	\$14,267.20	\$86.07	\$14,976.63	\$94.70	\$16,478.12	\$88.84	\$15,458.31	5				
6	6 years	\$83.63	\$14,551.37	\$87.81	\$15,278.94	\$96.58	\$16,804.62	\$90.65	\$15,772.72	6				
7	7 years	\$85.31	\$14,843.61	\$89.56	\$15,583.27	\$98.50	\$17,139.18	\$92.47	\$16,089.14	7				
8	9 years	\$87.01	\$15,139.88	\$91.37	\$15,897.68	\$100.53	\$17,491.88	\$94.30	\$16,407.58	8				
9	11 years	\$88.75	\$15,442.19	\$93.20	\$16,216.12	\$102.50	\$17,834.50	\$96.21	\$16,740.13	9				
10	13 years	\$90.52	\$15,750.55	\$95.04	\$16,536.57	\$104.55	\$18,191.23	\$100.10	\$17,417.31	10				
11	≥16 years	\$92.34	\$16,066.97	\$96.95	\$16,869.11	\$106.66	\$18,558.04	\$102.07	\$17,759.93	11				
12		\$94.19	\$16,389.44	\$98.91	\$17,209.72	\$108.79	\$18,928.88	\$104.11	\$18,114.65	12				
13		\$96.08	\$16,717.96	\$100.91	\$17,558.39	\$110.95	\$19,305.76	\$106.20	\$18,479.44	13				
14		\$98.00	\$17,052.52	\$102.90	\$17,905.04	\$113.19	\$19,694.74	\$108.31	\$18,846.25	14				
15		\$99.95	\$17,391.11	\$104.96	\$18,263.79	\$115.44	\$20,085.73	\$110.51	\$19,229.18	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		\$15.00		\$15.00		\$15.00		\$15.00						
Charge Nurse		\$2.00		\$2.00		\$2.00		\$2.00						

UC DAVIS					
Effective January 2023					
Description	Nurse, Per Diem	Home Health Nurse, Per Diem	Nurse Practitioner, Per Diem	Nurse Anesthetist, Per Diem	Nurse Anesthetist Sr. Per Diem
	9119	9114	9160	9122	9121
	Hourly	Hourly	Hourly	Hourly	Hourly
Unit-Based	\$85.98	\$87.02	\$105.62	\$128.88	\$151.83
CP 3 shifts/mo	\$92.42				
CP 6 shifts/mo	\$98.89				
Shift Differential, On-Call and Charge Nurse Differential					
	Hourly	Hourly	Hourly	Hourly	Hourly
Eve	\$6.00	\$6.00	\$6.00	\$4.45	\$5.15
Night	\$7.35	\$7.20	\$6.00	\$9.40	\$10.90
Weekend	\$3.50	\$3.50	\$3.50	\$1.60	\$1.60
On-Call	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
Charge Nurse	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

UC DAVIS									
Effective January 2024									
Step	Years of Experience	Home Health Nurse I		Home Health Nurse II		Home Health Nurse III		Nurse Administrative I	
		9118		9117		9116		9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos								
1	1 year	\$66.87	\$11,634.85	\$70.21	\$12,216.81	\$73.71	\$12,826.27	\$73.71	\$12,826.27
2	2 years	\$68.22	\$11,869.75	\$71.59	\$12,455.94	\$75.21	\$13,086.56	\$75.21	\$13,086.56
3	3 years	\$69.55	\$12,102.53	\$73.05	\$12,709.88	\$76.71	\$13,346.85	\$76.71	\$13,346.85
4	4 years	\$70.98	\$12,350.13	\$74.50	\$12,963.82	\$78.23	\$13,611.38	\$78.23	\$13,611.38
5	5 years	\$72.35	\$12,589.26	\$76.04	\$13,230.46	\$79.81	\$13,886.48	\$79.81	\$13,886.48
6	6 years	\$73.86	\$12,851.66	\$77.53	\$13,490.76	\$81.39	\$14,161.59	\$81.39	\$14,161.59
7	7 years	\$75.33	\$13,107.72	\$79.08	\$13,759.51	\$83.02	\$14,445.16	\$83.02	\$14,445.16
8	9 years	\$76.85	\$13,372.25	\$80.66	\$14,034.62	\$84.75	\$14,745.66	\$84.75	\$14,745.66
9	11 years	\$78.38	\$13,638.89	\$82.26	\$14,313.96	\$86.50	\$15,050.39	\$86.50	\$15,050.39
10	13 years	\$79.92	\$13,905.53	\$83.88	\$14,595.41	\$88.15	\$15,338.20	\$88.15	\$15,338.20
11	≥16 years	\$81.53	\$14,186.98	\$85.61	\$14,895.91	\$89.88	\$15,638.70	\$89.88	\$15,638.70
12		\$83.15	\$14,468.44	\$87.29	\$15,187.95	\$91.69	\$15,954.01	\$91.69	\$15,954.01
13		\$84.83	\$14,760.47	\$89.03	\$15,490.56	\$93.50	\$16,269.32	\$93.50	\$16,269.32
14		\$86.51	\$15,052.51	\$90.83	\$15,803.76	\$95.36	\$16,593.10	\$95.36	\$16,593.10
15		\$88.24	\$15,353.01	\$92.61	\$16,114.84	\$97.26	\$16,923.23	\$97.26	\$16,923.23
16				\$94.47	\$16,438.62	\$98.29	\$17,103.10	\$98.29	\$17,103.10
17						\$100.29	\$17,450.16	\$100.29	\$17,450.16
18						\$102.33	\$17,805.68	\$102.33	\$17,805.68
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		\$15.00		\$15.00		\$15.00		\$15.00	
Charge Nurse		\$2.00		\$2.00		\$2.00		\$0.00	

UC DAVIS							
Effective January 2024							
Step	Years of Experience	Coordinator, Transplant I		Coordinator, Transplant II		Coordinator, Transplant III	
		9110		9111		9125	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos						
1	1 year	\$77.39	\$13,465.36	\$81.27	\$14,140.43	\$85.30	\$14,843.01
2	2 years	\$78.96	\$13,738.35	\$82.93	\$14,430.35	\$87.08	\$15,151.97
3	3 years	\$80.54	\$14,013.46	\$84.56	\$14,713.92	\$88.83	\$15,456.70
4	4 years	\$82.14	\$14,292.79	\$86.27	\$15,010.19	\$90.58	\$15,761.43
5	5 years	\$83.81	\$14,582.71	\$88.00	\$15,312.80	\$92.38	\$16,074.63
6	6 years	\$85.45	\$14,868.40	\$89.76	\$15,617.53	\$94.23	\$16,396.29
7	7 years	\$87.18	\$15,168.90	\$91.52	\$15,924.38	\$96.08	\$16,717.96
8	9 years	\$88.93	\$15,473.63	\$93.37	\$16,246.04	\$98.04	\$17,058.66
9	11 years	\$90.84	\$15,805.88	\$95.36	\$16,593.10	\$100.13	\$17,422.65
10	13 years	\$92.54	\$16,102.14	\$97.16	\$16,906.30	\$102.00	\$17,748.54
11	≥16 years	\$94.35	\$16,417.46	\$99.07	\$17,238.54	\$104.05	\$18,104.07
12		\$96.24	\$16,745.47	\$101.08	\$17,587.71	\$106.10	\$18,461.70
13		\$98.17	\$17,081.94	\$103.09	\$17,936.89	\$108.23	\$18,832.04
14		\$100.12	\$17,420.53	\$105.17	\$18,298.76	\$110.38	\$19,206.60
15		\$102.11	\$17,767.59	\$107.23	\$18,658.51	\$112.60	\$19,591.75
16		\$103.24	\$17,964.40	\$108.40	\$18,861.66	\$113.82	\$19,805.49
17		\$105.30	\$18,322.03	\$110.59	\$19,242.58	\$116.11	\$20,203.33
18		\$107.44	\$18,694.48	\$112.79	\$19,625.61	\$118.46	\$20,611.76
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 January 2024														
Step	Years of Experience	Nurse Practitioner I		Nurse Practitioner II		Nurse Practitioner III		Nurse Anesthetist		Step	Years of Experience	Nurse Anesthetist Sr. Ex		
		9148		9147		9146		9144				7864		
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly	
	<6 mos													
1	1 year	\$79.58	\$13,846.28	\$83.52	\$14,531.92	\$91.86	\$15,983.64	\$86.20	\$14,999.60	1	<1 year	\$130.15	\$22,645.42	
2	2 years	\$81.16	\$14,121.38	\$85.20	\$14,823.96	\$93.71	\$16,305.30	\$87.92	\$15,297.99	2	5 years	\$137.20	\$23,872.82	
3	3 years	\$82.74	\$14,396.49	\$86.87	\$15,115.99	\$95.57	\$16,629.08	\$89.70	\$15,606.95	3	10 years	\$146.82	\$25,546.73	
4	4 years	\$84.42	\$14,688.52	\$88.61	\$15,418.61	\$97.47	\$16,959.20	\$91.50	\$15,920.15	4				
5	5 years	\$86.10	\$14,980.56	\$90.38	\$15,725.46	\$99.44	\$17,302.03	\$93.28	\$16,231.23	5				
6	6 years	\$87.81	\$15,278.94	\$92.20	\$16,042.89	\$101.41	\$17,644.85	\$95.18	\$16,561.36	6				
7	7 years	\$89.57	\$15,585.79	\$94.04	\$16,362.43	\$103.43	\$17,996.14	\$97.09	\$16,893.60	7				
8	9 years	\$91.36	\$15,896.87	\$95.93	\$16,692.56	\$105.55	\$18,366.47	\$99.01	\$17,227.96	8				
9	11 years	\$93.19	\$16,214.30	\$97.86	\$17,026.92	\$107.62	\$18,726.23	\$101.02	\$17,577.13	9				
10	13 years	\$95.05	\$16,538.08	\$99.79	\$17,363.40	\$109.77	\$19,100.79	\$105.10	\$18,288.17	10				
11	≥16 years	\$96.96	\$16,870.32	\$101.80	\$17,712.57	\$111.99	\$19,485.94	\$107.17	\$18,647.93	11				
12		\$98.90	\$17,208.91	\$103.85	\$18,070.21	\$114.23	\$19,875.32	\$109.31	\$19,020.38	12				
13		\$100.88	\$17,553.85	\$105.96	\$18,436.31	\$116.50	\$20,271.05	\$111.51	\$19,403.41	13				
14		\$102.90	\$17,905.14	\$108.05	\$18,800.29	\$118.85	\$20,679.48	\$113.73	\$19,788.56	14				
15		\$104.95	\$18,260.66	\$110.21	\$19,176.98	\$121.21	\$21,090.02	\$116.04	\$20,190.64	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		\$15.00		\$15.00		\$15.00		\$15.00						
Charge Nurse		\$2.00		\$2.00		\$2.00		\$2.00						

UC DAVIS					
Effective January 2024					
Description	Nurse, Per Diem	Home Health Nurse, Per Diem	Nurse Practitioner, Per Diem	Nurse Anesthetist, Per Diem	Nurse Anesthetist Sr., Per Diem
	9119	9114	9160	9122	9121
	Hourly	Hourly	Hourly	Hourly	Hourly
Unit-Based	\$90.28	\$91.37	\$110.91	\$135.33	\$159.42
CP 3 shifts/mo	\$97.04				
CP 6 shifts/mo	\$103.84				
Shift Differential, On-Call and Charge Nurse Differential					
	Hourly	Hourly	Hourly	Hourly	Hourly
Eve	\$6.00	\$6.00	\$6.00	\$4.45	\$5.15
Night	\$7.35	\$7.20	\$6.00	\$9.40	\$10.90
Weekend	\$3.50	\$3.50	\$3.50	\$1.60	\$1.60
On-Call	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
Charge Nurse	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

UC DAVIS							
Effective January 2025							
Step	Years of Experience	Coordinator, Transplant I		Coordinator, Transplant II		Coordinator, Transplant III	
		9110		9111		9125	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos						
1	1 year	\$81.26	\$14,138.63	\$85.33	\$14,847.45	\$89.57	\$15,585.16
2	2 years	\$82.90	\$14,425.27	\$87.08	\$15,151.86	\$91.43	\$15,909.57
3	3 years	\$84.56	\$14,714.13	\$88.79	\$15,449.61	\$93.27	\$16,229.54
4	4 years	\$86.25	\$15,007.43	\$90.58	\$15,760.69	\$95.11	\$16,549.51
5	5 years	\$88.00	\$15,311.85	\$92.40	\$16,078.44	\$97.00	\$16,878.36
6	6 years	\$89.72	\$15,611.82	\$94.24	\$16,398.41	\$98.94	\$17,216.11
7	7 years	\$91.54	\$15,927.34	\$96.10	\$16,720.60	\$100.88	\$17,553.85
8	9 years	\$93.38	\$16,247.31	\$98.04	\$17,058.35	\$102.94	\$17,911.60
9	11 years	\$95.38	\$16,596.17	\$100.13	\$17,422.76	\$105.14	\$18,293.78
10	13 years	\$97.17	\$16,907.25	\$102.02	\$17,751.61	\$107.10	\$18,635.97
11	≥16 years	\$99.07	\$17,238.33	\$104.03	\$18,100.47	\$109.25	\$19,009.27
12		\$101.05	\$17,582.74	\$106.13	\$18,467.10	\$111.41	\$19,384.79
13		\$103.08	\$17,936.04	\$108.24	\$18,833.73	\$113.64	\$19,773.64
14		\$105.12	\$18,291.56	\$110.42	\$19,213.69	\$115.90	\$20,166.93
15		\$107.22	\$18,655.97	\$112.59	\$19,591.43	\$118.23	\$20,571.34
16		\$108.41	\$18,862.62	\$113.82	\$19,804.75	\$119.52	\$20,795.76
17		\$110.56	\$19,238.13	\$116.12	\$20,204.71	\$121.92	\$21,213.50
18		\$112.81	\$19,629.21	\$118.43	\$20,606.89	\$124.38	\$21,642.35
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	

*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 2025					
Description	Nurse, Per Diem	Home Health Nurse, Per Diem	Nurse Practitioner, Per Diem	Nurse Anesthetist, Per Diem	Nurse Anesthetist Sr. Per Diem
	9119	9114	9160	9122	9121
	Hourly	Hourly	Hourly	Hourly	Hourly
Unit-Based	\$94.79	\$95.94	\$116.45	\$142.09	\$167.39
CP 3 shifts/mo	\$101.89				
CP 6 shifts/mo	\$109.03				
Shift Differential, On-Call and Charge Nurse Differential					
	Hourly	Hourly	Hourly	Hourly	Hourly
Eve	\$6.00	\$6.00	\$6.00	\$4.45	\$5.15
Night	\$7.35	\$7.20	\$6.00	\$9.40	\$10.90
Weekend	\$3.50	\$3.50	\$3.50	\$1.60	\$1.60
On-Call	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
Charge Nurse	\$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 January 2023						
Step	Months/Years of Experience	Nurse, Clinical I 9140	Nurse, Clinical II 9139	Nurse, Clinical III 9138	Nurse, Clinical IV 9137	Nurse, Administrative I 9134
		Hourly	Hourly	Hourly	Hourly	Hourly
		\$54.65				
1.	Up to 11 months		\$56.01	\$58.78	\$61.69	\$57.70
2.	12 - 23 months		\$57.13	\$59.96	\$62.91	\$58.85
3.	24 - 35 months		\$58.28	\$61.13	\$64.16	\$60.00
4.	36 - 47 months		\$59.43	\$62.36	\$65.47	\$61.20
5.	48 - 59 months		\$60.62	\$63.63	\$66.75	\$62.46
6.	60 - 71 months		\$61.83	\$64.90	\$68.12	\$63.70
7.	72 - 83 months		\$63.07	\$66.20	\$69.45	\$64.98
8.	84 - 95 months		\$64.35	\$67.53	\$70.88	\$66.28
9.	96 - 107 months		\$65.61	\$68.87	\$72.26	\$67.60
10.	108 - 119 months		\$66.96	\$70.24	\$73.73	\$68.94
11.	120 - 131 months		\$68.27	\$71.66	\$75.17	\$70.33
12.	132 - 143 months		\$69.64	\$73.08	\$76.72	\$71.73
13.	144 - 155 months		\$71.02	\$74.54	\$78.27	\$73.16
14.	156 - 167 months		\$72.46	\$76.04	\$79.81	\$74.63
15.	168 - 239 months		\$73.90	\$77.59	\$81.41	\$76.15
16.	> 20yrs /20yrs UC		\$75.37	\$79.10	\$83.02	\$77.63
17.	> 21yrs /21yrs UC		\$76.89	\$80.71	\$84.68	\$79.21
Shift Differential, On-Call and Charge Nurse Differential						
		Hourly	Hourly	Hourly	Hourly	Hourly
	Evening	\$2.85	\$2.85	\$2.85	\$2.85	\$2.85
	Night	\$4.75	\$4.75	\$4.75	\$4.75	\$2.85
	Weekend	\$3.30	\$3.30	\$3.30	\$3.30	\$3.30
	On-Call	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50
	Charge Nurse	\$0.00	\$2.50	\$2.50	\$0.00	\$0.00

UC IRVINE						
Effective January 2023						
Step	Months/Years of Experience	Nurse Practitioner I 9148	Nurse Practitioner II 9147	Nurse Practitioner III 9146	Nurse Anesthetist 9144	Anesthetist Nurse Sr. Nex 7865
		Hourly	Hourly	Hourly	Hourly	Hourly
1.	Up to 11 months	\$72.45	\$76.08	\$79.88	\$104.56	\$109.79
2.	12 - 23 months	\$73.87	\$77.61	\$81.50	\$106.61	\$112.00
3.	24 - 35 months	\$75.35	\$79.12	\$83.07	\$108.76	\$114.25
4.	36 - 47 months	\$76.87	\$80.73	\$84.76	\$110.92	\$116.50
5.	48 - 59 months	\$78.41	\$82.33	\$86.46	\$113.16	\$118.86
6.	60 - 71 months	\$80.00	\$83.99	\$88.18	\$115.40	\$121.21
7.	72 - 83 months	\$81.56	\$85.65	\$89.97	\$117.71	\$123.64
8.	84 - 95 months	\$83.22	\$87.37	\$91.76	\$120.07	\$126.13
9.	96 - 107 months	\$84.88	\$89.11	\$93.59	\$122.49	\$128.66
10.	108 - 119 months	\$86.57	\$90.89	\$95.43	\$124.93	\$131.25
11.	120 - 131 months	\$88.31	\$92.73	\$97.36	\$127.41	\$133.88
12.	132 - 143 months	\$90.07	\$94.55	\$99.30	\$129.96	\$136.54
13.	144 - 155 months	\$91.85	\$96.48	\$101.28	\$132.56	\$139.28
14.	156 - 167 months	\$93.70	\$98.38	\$103.33	\$135.17	\$142.06
15.	168 - 239 months	\$95.57	\$100.34	\$105.40	\$137.92	\$144.90
16.	> 20yrs /20yrs UC	\$97.49	\$102.37	\$107.51	\$140.68	\$147.80
17.	> 21yrs /21yrs UC	\$99.41	\$104.43	\$109.66	\$143.49	\$150.75
Shift Differential, On-Call and Charge Nurse Differential						
		Hourly	Hourly	Hourly	Hourly	Hourly
	Evening	\$3.00	\$3.00	\$3.00	\$3.75	\$3.75
	Night	\$5.00	\$5.00	\$5.00	\$5.25	\$5.25
	Weekend	\$5.40	\$5.40	\$5.40	\$5.00	\$5.00
	On-Call	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50
	Charge Nurse	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

UC IRVINE				
Effective January 2023				
Step	Nurse Per Diem 9119	Nurse Practitioner Per Diem 9160	Nurse Anesthetist Per Diem 9122	Sr Nurse Anesthetist Per Diem 9121
	Hourly	Hourly	Hourly	Hourly
1.	\$72.07	\$102.78	\$145.75	\$159.71
Shift Differential, On-Call and Charge Nurse Differential				
	Hourly	Hourly	Hourly	Hourly
Evening	\$2.85	\$3.00	\$3.75	\$3.75
Night	\$4.75	\$5.00	\$5.25	\$5.25
Weekend	\$3.30	\$5.40	\$5.00	\$5.00
On-Call	\$10.50	\$10.50	\$10.50	\$10.50
Charge Nurse	\$2.50	\$0.00	\$0.00	\$0.00

UC IRVINE				
Effective January 2023				
Step	Months/Years of Experience	Transplant Coordinator I 9110 (Medical Center)	Transplant Coordinator II 9111 (Medical Center)	Transplant Coordinator III 9125 (Medical Center)
1.	Up to 11 months	\$ 138,622.32	\$ 143,382.96	\$ 161,778.24
2.	12 - 23 months	\$ 141,378.48	\$ 146,264.40	\$ 165,035.52
3.	24 - 35 months	\$ 144,218.16	\$ 149,208.48	\$ 168,271.92
4.	36 - 47 months	\$ 147,120.48	\$ 152,173.44	\$ 171,696.24
5.	48 - 59 months	\$ 150,043.68	\$ 155,221.92	\$ 175,078.80
6.	60 - 71 months	\$ 153,029.52	\$ 158,291.28	\$ 178,628.40
7.	72 - 83 months	\$ 156,119.76	\$ 161,485.92	\$ 182,157.12
8.	84 - 95 months	\$ 159,210.00	\$ 164,722.32	\$ 185,811.12
9.	96 - 107 months	\$ 162,404.64	\$ 168,021.36	\$ 189,486.00
10.	108 - 119 months	\$ 165,641.04	\$ 171,362.16	\$ 193,307.04
11.	120 - 131 months	\$ 168,981.84	\$ 174,786.48	\$ 197,211.60
12.	132 - 143 months	\$ 172,343.52	\$ 178,273.44	\$ 201,095.28
13.	144 - 155 months	\$ 175,788.72	\$ 181,864.80	\$ 205,166.88
14.	156 - 167 months	\$ 179,317.44	\$ 185,518.80	\$ 209,217.60
15.	168 - 239 months	\$ 182,887.92	\$ 189,214.56	\$ 213,414.48
16.	> 20yrs /20yrs UC	\$ 186,562.80	\$ 192,972.96	\$ 217,715.76
17.	> 21yrs /21yrs UC	\$ 190,258.56	\$ 196,856.64	\$ 222,079.68
Shift Differential, On-Call and Charge Nurse Differential				
		Hourly	Hourly	Hourly
	Evening	\$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 IRVINE						
Effective January 2024						
Step	Months/Years of Experience	Nurse, Clinical I 9140	Nurse, Clinical II 9139	Nurse, Clinical III 9138	Nurse, Clinical IV 9137	Nurse, Administrative I 9134
		Hourly	Hourly	Hourly	Hourly	Hourly
		\$58.48				
1.	Up to 11 months		\$59.93	\$62.89	\$66.01	\$60.59
2.	12 - 23 months		\$61.13	\$64.16	\$67.31	\$61.79
3.	24 - 35 months		\$62.36	\$65.41	\$68.65	\$63.00
4.	36 - 47 months		\$63.59	\$66.73	\$70.05	\$64.26
5.	48 - 59 months		\$64.86	\$68.08	\$71.42	\$65.58
6.	60 - 71 months		\$66.16	\$69.44	\$72.89	\$66.89
7.	72 - 83 months		\$67.48	\$70.83	\$74.31	\$68.23
8.	84 - 95 months		\$68.85	\$72.26	\$75.84	\$69.59
9.	96 - 107 months		\$70.20	\$73.69	\$77.32	\$70.98
10.	108 - 119 months		\$71.65	\$75.16	\$78.89	\$72.39
11.	120 - 131 months		\$73.05	\$76.68	\$80.43	\$73.85
12.	132 - 143 months		\$74.51	\$78.20	\$82.09	\$75.32
13.	144 - 155 months		\$75.99	\$79.76	\$83.75	\$76.82
14.	156 - 167 months		\$77.53	\$81.36	\$85.40	\$78.36
15.	168 - 239 months		\$79.07	\$83.02	\$87.11	\$79.96
16.	> 20yrs /20yrs UC		\$80.65	\$84.64	\$88.83	\$81.51
17.	> 21yrs /21yrs UC		\$82.27	\$86.36	\$90.61	\$83.17
Shift Differential, On-Call and Charge Nurse Differential						
		Hourly	Hourly	Hourly	Hourly	Hourly
Evening		\$2.85	\$2.85	\$2.85	\$2.85	\$2.85
Night		\$4.75	\$4.75	\$4.75	\$4.75	\$4.75
Weekend		\$3.30	\$3.30	\$3.30	\$3.30	\$3.30
On-Call		\$10.50	\$10.50	\$10.50	\$10.50	\$10.50
Charge Nurse		\$0.00	\$2.50	\$2.50	\$0.00	\$0.00

UC IRVINE						
Effective January 2024						
Step	Months/Years of Experience	Nurse Practitioner I 9148	Nurse Practitioner II 9147	Nurse Practitioner III 9146	Nurse Anesthetist 9144	Anesthetist Nurse Sr. Nex 7865
		Hourly	Hourly	Hourly	Hourly	Hourly
1.	Up to 11 months	\$77.52	\$81.41	\$85.47	\$109.79	\$115.28
2.	12 - 23 months	\$79.04	\$83.04	\$87.21	\$111.94	\$117.60
3.	24 - 35 months	\$80.62	\$84.66	\$88.88	\$114.20	\$119.96
4.	36 - 47 months	\$82.25	\$86.38	\$90.69	\$116.47	\$122.33
5.	48 - 59 months	\$83.90	\$88.09	\$92.51	\$118.82	\$124.80
6.	60 - 71 months	\$85.60	\$89.87	\$94.35	\$121.17	\$127.27
7.	72 - 83 months	\$87.27	\$91.65	\$96.27	\$123.60	\$129.82
8.	84 - 95 months	\$89.05	\$93.49	\$98.18	\$126.07	\$132.44
9.	96 - 107 months	\$90.82	\$95.35	\$100.14	\$128.61	\$135.09
10.	108 - 119 months	\$92.63	\$97.25	\$102.11	\$131.18	\$137.81
11.	120 - 131 months	\$94.49	\$99.22	\$104.18	\$133.78	\$140.57
12.	132 - 143 months	\$96.37	\$101.17	\$106.25	\$136.46	\$143.37
13.	144 - 155 months	\$98.28	\$103.23	\$108.37	\$139.19	\$146.24
14.	156 - 167 months	\$100.26	\$105.27	\$110.56	\$141.93	\$149.16
15.	168 - 239 months	\$102.26	\$107.36	\$112.78	\$144.82	\$152.15
16.	> 20yrs /20yrs UC	\$104.31	\$109.54	\$115.04	\$147.71	\$155.19
17.	> 21yrs /21yrs UC	\$106.37	\$111.74	\$117.34	\$150.66	\$158.29
Shift Differential, On-Call and Charge Nurse Differential						
		Hourly	Hourly	Hourly	Hourly	Hourly
	Evening	\$3.00	\$3.00	\$3.00	\$3.75	\$3.75
	Night	\$5.00	\$5.00	\$5.00	\$5.25	\$5.25
	Weekend	\$5.40	\$5.40	\$5.40	\$5.00	\$5.00
	On-Call	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50
	Charge Nurse	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

UC IRVINE				
Effective January 2024				
Step	Nurse Per Diem 9119	Nurse Practitioner Per Diem 9160	Nurse Anesthetist Per Diem 9122	Sr Nurse Anesthetist Per Diem 9121
	Hourly	Hourly	Hourly	Hourly
1.	\$77.11	\$109.97	\$153.04	\$167.70
Shift Differential, On-Call and Charge Nurse Differential				
	Hourly	Hourly	Hourly	Hourly
Evening	\$2.85	\$3.00	\$3.75	\$3.75
Night	\$4.75	\$5.00	\$5.25	\$5.25
Weekend	\$3.30	\$5.40	\$5.00	\$5.00
On-Call	\$10.50	\$10.50	\$10.50	\$10.50
Charge Nurse	\$2.50	\$0.00	\$0.00	\$0.00

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UC IRVINE				
Effective January 2024				
Step	Months/Years of Experience	Transplant Coordinator I 9110 (Medical Center)	Transplant Coordinator II 9111 (Medical Center)	Transplant Coordinator III 9125 (Medical Center)
1.	Up to 11 months	\$151,098.33	\$156,287.43	\$176,338.28
2.	12 - 23 months	\$154,102.54	\$159,428.20	\$179,888.72
3.	24 - 35 months	\$157,197.79	\$162,637.24	\$183,416.39
4.	36 - 47 months	\$160,361.32	\$165,869.05	\$187,148.90
5.	48 - 59 months	\$163,547.61	\$169,191.89	\$190,835.89
6.	60 - 71 months	\$166,802.18	\$172,537.50	\$194,704.96
7.	72 - 83 months	\$170,170.54	\$176,019.65	\$198,551.26
8.	84 - 95 months	\$173,538.90	\$179,547.33	\$202,534.12
9.	96 - 107 months	\$177,021.06	\$183,143.28	\$206,539.74
10.	108 - 119 months	\$180,548.73	\$186,784.75	\$210,704.67
11.	120 - 131 months	\$184,190.21	\$190,517.26	\$214,960.64
12.	132 - 143 months	\$187,854.44	\$194,318.05	\$219,193.86
13.	144 - 155 months	\$191,609.70	\$198,232.63	\$223,631.90
14.	156 - 167 months	\$195,456.01	\$202,215.49	\$228,047.18
15.	168 - 239 months	\$199,347.83	\$206,243.87	\$232,621.78
16.	> 20yrs /20yrs UC	\$203,353.45	\$210,340.53	\$237,310.18
17.	> 21yrs /21yrs UC	\$207,381.83	\$214,573.74	\$242,066.85
Shift Differential, On-Call and Charge Nurse Differential				
		Hourly	Hourly	Hourly
Evening		\$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 IRVINE						
Effective January 2025						
Step	Months/Years of Experience	Nurse, Clinical I 9140	Nurse, Clinical II 9139	Nurse, Clinical III 9138	Nurse, Clinical IV 9137	Nurse, Administrative I 9134
		Hourly	Hourly	Hourly	Hourly	Hourly
		\$62.57				
1.	Up to 11 months		\$64.13	\$67.29	\$70.63	\$63.62
2.	12 - 23 months		\$65.41	\$68.65	\$72.02	\$64.88
3.	24 - 35 months		\$66.73	\$69.99	\$73.46	\$66.15
4.	36 - 47 months		\$68.04	\$71.40	\$74.95	\$67.47
5.	48 - 59 months		\$69.40	\$72.85	\$76.42	\$68.86
6.	60 - 71 months		\$70.79	\$74.30	\$77.99	\$70.23
7.	72 - 83 months		\$72.20	\$75.79	\$79.51	\$71.64
8.	84 - 95 months		\$73.67	\$77.32	\$81.15	\$73.07
9.	96 - 107 months		\$75.11	\$78.85	\$82.73	\$74.53
10.	108 - 119 months		\$76.67	\$80.42	\$84.41	\$76.01
11.	120 - 131 months		\$78.16	\$82.05	\$86.06	\$77.54
12.	132 - 143 months		\$79.73	\$83.67	\$87.84	\$79.09
13.	144 - 155 months		\$81.31	\$85.34	\$89.61	\$80.66
14.	156 - 167 months		\$82.96	\$87.06	\$91.38	\$82.28
15.	168 - 239 months		\$84.60	\$88.83	\$93.21	\$83.96
16.	> 20yrs /20yrs UC		\$86.30	\$90.56	\$95.05	\$85.59
17.	> 21yrs /21yrs UC		\$88.03	\$92.41	\$96.95	\$87.33
Shift Differential, On-Call and Charge Nurse Differential						
		Hourly	Hourly	Hourly	Hourly	Hourly
Evening		\$2.85	\$2.85	\$2.85	\$2.85	\$2.85
Night		\$4.75	\$4.75	\$4.75	\$4.75	\$4.75
Weekend		\$3.30	\$3.30	\$3.30	\$3.30	\$3.30
On-Call		\$10.50	\$10.50	\$10.50	\$10.50	\$10.50
Charge Nurse		\$0.00	\$2.50	\$2.50	\$0.00	\$0.00

UC IRVINE						
Effective January 2025						
Step	Months/Years of Experience	Nurse Practitioner I 9148	Nurse Practitioner II 9147	Nurse Practitioner III 9146	Nurse Anesthetist 9144	Anesthetist Nurse Sr. Nex 7865
		Hourly	Hourly	Hourly	Hourly	Hourly
1.	Up to 11 months	\$81.40	\$85.48	\$89.74	\$115.28	\$121.04
2.	12 - 23 months	\$82.99	\$87.19	\$91.57	\$117.54	\$123.48
3.	24 - 35 months	\$84.65	\$88.89	\$93.32	\$119.91	\$125.96
4.	36 - 47 months	\$86.36	\$90.70	\$95.22	\$122.29	\$128.45
5.	48 - 59 months	\$88.10	\$92.49	\$97.14	\$124.76	\$131.04
6.	60 - 71 months	\$89.88	\$94.36	\$99.07	\$127.23	\$133.63
7.	72 - 83 months	\$91.63	\$96.23	\$101.08	\$129.78	\$136.31
8.	84 - 95 months	\$93.50	\$98.16	\$103.09	\$132.37	\$139.06
9.	96 - 107 months	\$95.36	\$100.12	\$105.15	\$135.04	\$141.84
10.	108 - 119 months	\$97.26	\$102.11	\$107.22	\$137.74	\$144.70
11.	120 - 131 months	\$99.21	\$104.18	\$109.39	\$140.47	\$147.60
12.	132 - 143 months	\$101.19	\$106.23	\$111.56	\$143.28	\$150.54
13.	144 - 155 months	\$103.19	\$108.39	\$113.79	\$146.15	\$153.55
14.	156 - 167 months	\$105.27	\$110.53	\$116.09	\$149.03	\$156.62
15.	168 - 239 months	\$107.37	\$112.73	\$118.42	\$152.06	\$159.76
16.	> 20yrs /20yrs UC	\$109.53	\$115.02	\$120.79	\$155.10	\$162.95
17.	> 21yrs /21yrs UC	\$111.69	\$117.33	\$123.21	\$158.19	\$166.20
Shift Differential, On-Call and Charge Nurse Differential						
		Hourly	Hourly	Hourly	Hourly	Hourly
	Evening	\$3.00	\$3.00	\$3.00	\$3.75	\$3.75
	Night	\$5.00	\$5.00	\$5.00	\$5.25	\$5.25
	Weekend	\$5.40	\$5.40	\$5.40	\$5.00	\$5.00
	On-Call	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50
	Charge Nurse	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

UC IRVINE				
Effective January 2025				
Step	Nurse Per Diem 9119	Nurse Practitioner Per Diem 9160	Nurse Anesthetist Per Diem 9122	Sr Nurse Anesthetist Per Diem 9121
	Hourly	Hourly	Hourly	Hourly
1.	\$82.51	\$115.47	\$160.69	\$176.09
Shift Differential, On-Call and Charge Nurse Differential				
	Hourly	Hourly	Hourly	Hourly
Evening	\$2.85	\$3.00	\$3.75	\$3.75
Night	\$4.75	\$5.00	\$5.25	\$5.25
Weekend	\$3.30	\$5.40	\$5.00	\$5.00
On-Call	\$10.50	\$10.50	\$10.50	\$10.50
Charge Nurse	\$2.50	\$0.00	\$0.00	\$0.00

UC IRVINE				
Effective January 2025				
Step	Months/Years of Experience	Transplant Coordinator I 9110 (Medical Center)	Transplant Coordinator II 9111 (Medical Center)	Transplant Coordinator III 9125 (Medical Center)
1.	Up to 11 months	\$164,697.18	\$170,353.30	\$192,208.73
2.	12 - 23 months	\$167,971.77	\$173,776.74	\$196,078.70
3.	24 - 35 months	\$171,345.59	\$177,274.59	\$199,923.87
4.	36 - 47 months	\$174,793.84	\$180,797.26	\$203,992.30
5.	48 - 59 months	\$178,266.89	\$184,419.16	\$208,011.12
6.	60 - 71 months	\$181,814.38	\$188,065.88	\$212,228.41
7.	72 - 83 months	\$185,485.89	\$191,861.42	\$216,420.87
8.	84 - 95 months	\$189,157.40	\$195,706.59	\$220,762.19
9.	96 - 107 months	\$192,952.96	\$199,626.18	\$225,128.32
10.	108 - 119 months	\$196,798.12	\$203,595.38	\$229,668.09
11.	120 - 131 months	\$200,767.33	\$207,663.81	\$234,307.10
12.	132 - 143 months	\$204,761.34	\$211,806.67	\$238,921.31
13.	144 - 155 months	\$208,854.57	\$216,073.57	\$243,758.77
14.	156 - 167 months	\$213,047.05	\$220,414.88	\$248,571.43
15.	168 - 239 months	\$217,289.13	\$224,805.82	\$253,557.74
16.	> 20yrs /20yrs UC	\$221,655.26	\$229,271.18	\$258,668.10
17.	> 21yrs /21yrs UC	\$226,046.19	\$233,885.38	\$263,852.87
Shift Differential, On-Call and Charge Nurse Differential				
		Hourly	Hourly	Hourly
Evening		\$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 LOS ANGELES															
Effective January 2022															
Step	Years of Experience	Nurse Clinical I		Nurse Clinical II		Step	Years of Experience	Nurse Clinical III		Step	Years of Experience	Nurse Clinical IV			
		9140		9139				9138				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	20years			\$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 + 5 years UC service	\$75.55	\$13,145.90	15	15-19 years + 5 years UC service	\$81.48	\$14,178.33		
16	15 years-19 years +5 years UC service			\$71.92	\$12,514.65	16	15-19 years + 7 years UC service	\$77.05	\$13,406.38	16	15-19 years + 7 years UC service	\$83.15	\$14,467.33		
17	15 years-19 years +7years UC service			\$73.35	\$12,763.73	17	15-19 years + 9 years UC service	\$78.59	\$13,674.47	17	15-19 years + 9 years UC service	\$84.81	\$14,756.34		
18	15 years-19 years +9 years UC service			\$74.85	\$13,024.21	18	20 years +10 years UC service	\$80.16	\$13,948.27	18	20 years +10 years UC service	\$86.51	\$15,052.95		
19	20 years +10 years UC service			\$76.31	\$13,277.09	19	20 years +12 years UC service	\$81.76	\$14,225.86	19	25 years +15 years UC service	\$88.25	\$15,355.26		
20	20 years +15 years UC service			\$77.86	\$13,547.08	20	20 years +15 years UC service	\$83.39	\$14,509.16						
21	25 years +15 years UC service					\$79.42	\$13,818.98	21	20 years +18 years UC service	\$85.05	\$14,798.17				
								22	25 years +20 years UC service	\$86.76	\$15,096.68				
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 2022									
Step	Years of	Home Health Nurse I		Step	Years of	Home Health Nurse II		Home Health Nurse III	
	Experience	9118			Experience	9117		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 + 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 + 7 years UC service	\$73.17	\$12,731.41	\$83.12	\$14,463.53
17	15-19 years + 5 years UC service	\$64.56	\$11,233.15	17	15-19 years + 9 years UC service	\$74.66	\$12,989.99	\$84.75	\$14,746.83
18	15-19 years + 7 years UC service	\$65.87	\$11,461.31	18	20 years +10 years UC service	\$76.14	\$13,248.57	\$86.47	\$15,045.34
19	15-19 years + 9 years UC service	\$67.16	\$11,685.67						
20	20 years +10 years UC service	\$68.54	\$11,925.24						
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	\$2.50				\$2.50		\$2.50	

UC LOS ANGELES									
Effective January 2022									
Step	Years of Experience*	Coordinator, Transplant I		Step	Years of Experience**	Coordinator, Transplant II		Coordinator, Transplant III	
		9110				9111		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 & Weekend Shift Differential									
		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	
Weekend Shift		\$2.75				\$2.75		\$2.75	

UC LOS ANGELES Effective January 2022													
Step	Years of	Nurse Administrative I		Step	Years of	Nurse Practitioner I		Nurse Practitioner II		Step	Years of	Nurse Practitioner III	
	Experience	9134			Experience	9148		9147			Experience	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	\$79.31	\$13,799.96	15	25 years			\$100.56	\$17,498.08	15	15 years-19 years	\$107.70	\$18,739.66
	+5years UC service										+5 years UC service		
16	15 years-19 years	\$80.89	\$14,075.66	16	15 years-19 years			\$102.57	\$17,847.93	16	15 years-19 years	\$109.85	\$19,114.22
	+7years UC service				+7 years UC service								
17	15 years-19 years	\$82.52	\$14,358.96	17	15 years-19 years			\$104.63	\$18,205.38	17	15 years-19 years	\$112.03	\$19,492.59
	+9years UC service				+7 years UC service								
18	20 years	\$84.14	\$14,640.36	18	15 years-19 years			\$106.69	\$18,564.73	18	20 years	\$114.26	\$19,880.46
	+10 years UC service				+9 years UC service								
19	20 years	\$85.82	\$14,933.16	19	20 years			\$108.84	\$18,937.40				
	+12 years UC service				+10 years UC service								
20	25 years	\$87.54	\$15,231.67										
	+15 years UC service												
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,	Resource	Home Health Nurse	Nurse Practitioner	Nurse Anesthetist	Nurse Anesthetist Sr
	Per Diem	Per Diem Nurse	Per Diem	Per Diem	Per Diem	Per Diem
	9119	9123	9114	9160	9122	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 LOS ANGELES															
Effective January 2023															
Step	Years of Experience	Nurse Clinical I		Nurse Clinical II		Step	Years of Experience	Nurse Clinical III		Step	Years of Experience	Nurse Clinical IV			
		9140		9139				9138				9137			
		Hourly	Monthly	Hourly	Monthly			Hourly	Monthly			Hourly	Monthly		
	<6 mos	\$53.01	\$9,224.60												
1	6 mos			\$56.63	\$9,853.42	1	1 year	\$60.79	\$10,576.95	1	1 year	\$65.51	\$11,399.25		
2	1 year			\$57.93	\$10,079.14	2	2 years	\$62.06	\$10,798.65	2	2 years	\$66.82	\$11,626.99		
3	2 years			\$59.08	\$10,280.69	3	3 years	\$63.25	\$11,006.24	3	3 years	\$68.12	\$11,852.72		
4	3 years			\$60.25	\$10,484.24	4	4 years	\$64.55	\$11,231.97	4	4 years	\$69.52	\$12,096.58		
5	4 years			\$61.45	\$10,691.83	5	5 years	\$65.83	\$11,453.66	5	5 years	\$70.89	\$12,334.41		
6	5 years			\$62.68	\$10,905.47	6	6 years	\$67.15	\$11,683.42	6	6 years	\$72.31	\$12,582.30		
7	6 years			\$63.93	\$11,123.13	7	7 years	\$68.47	\$11,913.18	7	7 years	\$73.74	\$12,830.20		
8	7 years			\$65.20	\$11,344.83	8	8 years	\$69.88	\$12,159.06	8	8 years	\$75.22	\$13,088.17		
9	8 years			\$66.50	\$11,570.56	9	9 years	\$71.23	\$12,394.87	9	9 years	\$76.74	\$13,352.20		
10	9 years			\$67.86	\$11,808.38	10	10 years	\$72.66	\$12,642.77	10	10 years	\$78.29	\$13,622.26		
11	10 years			\$69.23	\$12,046.20	11	11 years	\$74.13	\$12,898.72	11	11 years	\$79.84	\$13,892.33		
12	11 years			\$70.57	\$12,279.99	12	15 years	\$75.64	\$13,160.73	12	15 years	\$81.44	\$14,170.46		
13	15 years			\$72.00	\$12,527.89	13	20 years	\$77.11	\$13,416.69	13	20 years	\$83.08	\$14,456.65		
14	20years			\$73.47	\$12,783.85	14	25 years	\$78.66	\$13,686.76	14	25 years	\$84.73	\$14,742.84		
15	25 years					\$74.90	\$13,031.74	15	15-19 years	\$80.08	\$13,934.65	15	15-19 years	\$86.37	\$15,029.03
									+ 5 years UC service				+ 5 years UC service		
16	15 years-19 years					\$76.24	\$13,265.53	16	15-19 years	\$81.67	\$14,210.77	16	15-19 years	\$88.13	\$15,335.37
	+5 years UC service								+ 7 years UC service				+ 7 years UC service		
17	15 years-19 years					\$77.76	\$13,529.55	17	15-19 years	\$83.30	\$14,494.94	17	15-19 years	\$89.89	\$15,641.72
	+7years UC service								+ 9 years UC service				+ 9 years UC service		
18	15 years-19 years					\$79.34	\$13,805.67	18	20 years	\$84.97	\$14,785.16	18	20 years	\$91.70	\$15,956.13
	+9 years UC service	+10 years UC service	+10 years UC service												
19	20 years			\$80.88	\$14,073.72	19	20 years	\$86.66	\$15,079.41	19	25 years	\$93.54	\$16,276.58		
	+10 years UC service						+12 years UC service				+15 years UC service				
20	20 years			\$82.53	\$14,359.91	20	20 years	\$88.39	\$15,379.71						
	+15 years UC service						+15 years UC service								
21	25 years			\$84.18	\$14,648.11	21	20 years	\$90.15	\$15,686.06						
	+15 years UC service						+18 years UC service								
							25 years								

			22	+20 years UC service	\$91.97	\$16,002.48		
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	\$18.00	\$18.00			\$18.00			\$18.00
Charge Nurse	\$0.00	\$2.50			\$2.50			\$2.50

UC LOS ANGELES									
Effective January 2023									
Step	Years of	Home Health Nurse I		Step	Years of	Home Health Nurse II		Home Health Nurse III	
	Experience	9118			Experience	9117		9116	
		Hourly	Monthly			Hourly	Monthly	Hourly	Monthly
1	<6 mos	\$49.83	\$8,670.36	1	1 year	\$57.61	\$10,024.73	\$65.44	\$11,387.16
2	6 mos	\$50.84	\$8,845.70	2	2 years	\$58.77	\$10,226.27	\$66.78	\$11,618.93
3	1 year	\$51.87	\$9,025.08	3	3 years	\$59.93	\$10,427.81	\$68.07	\$11,844.66
4	2 years	\$52.90	\$9,204.45	4	4 years	\$61.15	\$10,639.43	\$69.45	\$12,084.49
5	3 years	\$53.96	\$9,389.87	5	5 years	\$62.39	\$10,855.08	\$70.86	\$12,330.37
6	4 years	\$55.03	\$9,575.29	6	6 years	\$63.61	\$11,068.72	\$72.28	\$12,576.26
7	5 years	\$56.14	\$9,768.77	7	7 years	\$64.89	\$11,290.41	\$73.71	\$12,826.17
8	6 years	\$57.27	\$9,964.26	8	8 years	\$66.16	\$11,512.11	\$75.18	\$13,082.13
9	7 years	\$58.44	\$10,167.82	9	9 years	\$67.54	\$11,751.95	\$76.68	\$13,342.12
10	8 years	\$59.57	\$10,365.33	10	10 years	\$68.86	\$11,981.71	\$78.23	\$13,612.19
11	9 years	\$60.78	\$10,574.94	11	11 years	\$70.27	\$12,227.59	\$79.79	\$13,884.27
12	10 years	\$61.98	\$10,784.54	12	15 years	\$71.63	\$12,463.39	\$81.38	\$14,160.38
13	11 years	\$63.21	\$10,998.18	13	20 years	\$73.05	\$12,711.29	\$83.04	\$14,448.59
14	15 years	\$64.54	\$11,229.95	14	25 years	\$74.52	\$12,967.25	\$84.71	\$14,738.81
15	20 years	\$65.80	\$11,449.63	15	15-19 years	\$76.04	\$13,231.27	\$86.36	\$15,027.01
					+ 5 years UC service				
16	25 years	\$67.13	\$11,681.41	16	15-19 years	\$77.56	\$13,495.29	\$88.11	\$15,331.34
					+ 7 years UC service				
17	15-19 years	\$68.43	\$11,907.13	17	15-19 years	\$79.13	\$13,769.39	\$89.84	\$15,631.64
	+ 5 years UC service				+ 9 years UC service				
18	15-19 years	\$69.82	\$12,148.99	18	20 years	\$80.71	\$14,043.49	\$91.66	\$15,948.06
	+ 7 years UC service				+10 years UC service				
19	15-19 years	\$71.19	\$12,386.81						
	+ 9 years UC service								
20	20 years	\$72.65	\$12,640.75						
	+10 years UC service								
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		\$18.00				\$18.00		\$18.00	
Charge Nurse		\$2.50				\$2.50		\$2.50	

UC LOS ANGELES									
Effective January 2023									
Step	Years of Experience*	Coordinator, Transplant I		Step	Years of Experience**	Coordinator, Transplant II		Coordinator, Transplant III	
		9110				9111		9125	
		Hourly	Monthly			Hourly	Monthly	Hourly	Monthly
1	1 year	\$74.67	\$12,993.45	1	5 years	\$89.98	\$15,655.83	\$95.51	\$16,619.20
2	3 years	\$76.18	\$13,255.45	2	7 years	\$91.77	\$15,968.22	\$97.45	\$16,955.78
3	5 years	\$77.71	\$13,521.49	3	9 years	\$93.60	\$16,286.65	\$99.42	\$17,298.40
4	5 years	\$84.00	\$14,615.87	4	12 years	\$95.48	\$16,613.15	\$101.36	\$17,636.99
5	7 years	\$85.67	\$14,906.09	5	16 years	\$97.40	\$16,947.71	\$103.41	\$17,993.72
6	9 years	\$87.40	\$15,208.40	6	18 years	\$99.32	\$17,282.28	\$105.44	\$18,346.42
7	12 years	\$89.13	\$15,508.70	7	>20 years	\$101.30	\$17,626.91	\$107.59	\$18,721.29
8	16 years	\$90.95	\$15,825.12	8	15 years + 7 UC service	\$103.37	\$17,985.66	\$110.18	\$19,170.73
9	18 years	\$92.74	\$16,137.51	9	15 years + 9 UC service	\$105.39	\$18,338.36	\$111.89	\$19,469.01
10	> 20 years	\$94.60	\$16,459.98	10	20 years + 10 UC service	\$107.54	\$18,711.21	\$114.16	\$19,864.04
11	15 years + 7 UC service	\$96.47	\$16,786.48	** 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	\$98.41	\$17,123.06						
13	20 years + 10 UC service	\$100.39	\$17,467.69						
* Steps 4-13: Minimum 5 years relevant RN experience with a combination of critical care and/or transplant preferred (per program requirements).									
Stipends & Weekend Shift Differential									
		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	
Weekend Shift		\$2.75				\$2.75		\$2.75	

UC LOS ANGELES													
Effective January 2023													
Step	Years of	Nurse Administrative I		Step	Years of	Nurse Practitioner I		Nurse Practitioner II		Step	Years of	Nurse Practitioner III	
	Experience	9134			Experience	9148		9147			Experience	9146	
		Hourly	Monthly			Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
					<6 mos	\$72.87	\$12,679.04						
1	1 year	\$63.87	\$11,113.06	1	6 mos			\$80.78	\$14,055.58	1	1 year	\$86.51	\$15,053.21
2	2 years	\$65.12	\$11,330.72	2	1 year			\$82.37	\$14,331.69	2	2 years	\$88.24	\$15,353.51
3	3 years	\$66.42	\$11,556.45	3	2 years			\$84.02	\$14,619.90	3	3 years	\$90.01	\$15,661.87
4	4 years	\$67.76	\$11,790.24	4	3 years			\$85.73	\$14,916.17	4	4 years	\$91.79	\$15,972.25
5	5 years	\$69.12	\$12,026.05	5	4 years			\$87.46	\$15,218.48	5	5 years	\$93.67	\$16,298.75
6	6 years	\$70.48	\$12,263.87	6	5 years			\$89.17	\$15,514.75	6	6 years	\$95.51	\$16,619.20
7	7 years	\$71.90	\$12,509.75	7	6 years			\$90.96	\$15,827.14	7	7 years	\$97.45	\$16,955.78
8	8 years	\$73.33	\$12,759.66	8	7 years			\$92.79	\$16,145.58	8	8 years	\$99.42	\$17,298.40
9	9 years	\$74.80	\$13,015.62	9	8 years			\$94.62	\$16,464.01	9	9 years	\$101.36	\$17,636.99
10	10 years	\$76.29	\$13,273.59	10	9 years			\$96.54	\$16,798.57	10	10 years	\$103.41	\$17,993.72
11	11 years	\$77.83	\$13,541.65	11	10 years			\$98.45	\$17,131.12	11	11 years	\$105.44	\$18,346.42
12	15 years	\$79.38	\$13,811.71	12	11 years			\$100.44	\$17,475.76	12	15 years	\$107.59	\$18,721.29
13	20 years	\$80.98	\$14,089.84	13	15 years			\$102.45	\$17,826.44	13	20 years	\$110.18	\$19,170.73
14	25 years	\$82.63	\$14,378.05	14	20 years			\$104.52	\$18,187.20	14	25 years	\$111.89	\$19,469.01
15	15 years-19 years	\$84.07	\$14,627.96	15	25 years			\$106.60	\$18,547.96	15	15 years-19 years	\$114.16	\$19,864.04
	+5years UC service										+5 years UC service		
16	15 years-19 years	\$85.75	\$14,920.20	16	15 years-19 years			\$108.73	\$18,918.80	16	15 years-19 years	\$116.44	\$20,261.07
	+7years UC service				+5years UC service						+7 years UC service		
17	15 years-19 years	\$87.47	\$15,220.49	17	15 years-19 years			\$110.91	\$19,297.70	17	15 years-19 years	\$118.75	\$20,662.14
	+9years UC service				+7 years UC service						+9 years UC service		
18	20 years	\$89.19	\$15,518.78	18	15 years-19 years			\$113.10	\$19,678.62	18	20 years	\$121.11	\$21,073.29
	+10 years UC service				+9 years UC service						+10 years UC service		
19	20 years	\$90.97	\$15,829.15	19	20 years			\$115.37	\$20,073.64				
	+12 years UC service				+10 years UC service								
20	25 years	\$92.79	\$16,145.58										
	+15 years UC service												
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		\$18.00				\$18.00		\$18.00				\$18.00	
Charge Nurse		\$2.50				\$0.00		\$0.00				\$0.00	

UC LOS ANGELES									
Effective January 2023									
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	\$93.54	\$16,276.58	\$104.72	\$18,221.46	1	1 year	\$114.39	\$19,904.34
2	6 mos			\$106.82	\$18,586.26	2	2 years	\$116.71	\$20,307.43
3	1 year			\$108.94	\$18,955.08	3	3 years	\$119.03	\$20,710.51
4	2 years			\$111.16	\$19,342.04	4	4 years	\$121.41	\$21,125.69
5	3 years			\$113.37	\$19,726.99	5	5 years	\$123.87	\$21,552.96
6	4 years			\$115.67	\$20,126.04	6	6 years	\$126.35	\$21,984.26
7	5 years			\$117.95	\$20,523.08	7	7 years	\$128.89	\$22,427.66
8	6 years			\$120.31	\$20,934.23	8	8 years	\$131.44	\$22,871.05
9	7 years			\$122.71	\$21,351.42	9	9 years	\$134.06	\$23,326.54
10	8 years			\$125.18	\$21,780.71	10	10 years	\$136.77	\$23,798.15
11	9 years			\$127.67	\$22,214.02	11	11 years	\$139.49	\$24,271.77
12	10 years			\$130.22	\$22,657.42	12	15 years	\$142.26	\$24,753.46
13	11 years					\$132.84	\$23,114.92	13	20 years w/10years UC service
14	15 years			\$135.52	\$23,580.48				
15	20 years			\$138.25	\$24,056.12				
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		\$18.00		\$18.00				\$18.00	
Charge Nurse		\$0.00		\$0.00				\$0.00	

UC LOS ANGELES							
Effective January 2023							
Step	Nurse,	Resource	Home Health Nurse	Nurse Practitioner	Certified Nurse Midwife	Nurse Anesthetist	Nurse Anesthetist Sr
	Per Diem	Per Diem Nurse	Per Diem	Per Diem	Per Diem	Per Diem	Per Diem
	9119	9123	9114	9160	91xx	9122	9121
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
1	\$83.30	\$100.46	\$67.97	\$85.20	\$95.75	\$98.28	\$129.38
Shift Differential, On-Call and Charge Nurse Differential							
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
Eve	\$3.00	\$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	\$6.00
Weekend	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75
On-Call		\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00

UC LOS ANGELES

Effective January 2024

Step	Years of	Nurse Clinical I		Nurse Clinical II		Step	Years of	Nurse Clinical III		Step	Years of	Nurse Clinical IV		
	Experience	9140		9139			Experience	9138			Experience	9137		
		Hourly	Monthly	Hourly	Monthly			Hourly	Monthly			Hourly	Monthly	
	<6 mos	\$55.67	\$9,685.83											
1	6 mos			\$59.46	\$10,346.09	1	1 year	\$63.83	\$11,105.80	1	1 year	\$68.79	\$11,969.21	
2	1 year		\$60.82	\$10,583.10	2	2 years	\$65.16	\$11,338.58	2	2 years	\$70.16	\$12,208.34		
3	2 years		\$62.04	\$10,794.72	3	3 years	\$66.42	\$11,556.55	3	3 years	\$71.53	\$12,445.35		
4	3 years		\$63.27	\$11,008.46	4	4 years	\$67.78	\$11,793.57	4	4 years	\$73.00	\$12,701.41		
5	4 years		\$64.52	\$11,226.42	5	5 years	\$69.12	\$12,026.35	5	5 years	\$74.43	\$12,951.13		
6	5 years		\$65.81	\$11,450.74	6	6 years	\$70.50	\$12,267.59	6	6 years	\$75.93	\$13,211.42		
7	6 years		\$67.12	\$11,679.29	7	7 years	\$71.89	\$12,508.84	7	7 years	\$77.42	\$13,471.71		
8	7 years		\$68.46	\$11,912.07	8	8 years	\$73.37	\$12,767.02	8	8 years	\$78.98	\$13,742.58		
9	8 years		\$69.82	\$12,149.09	9	9 years	\$74.80	\$13,014.61	9	9 years	\$80.57	\$14,019.80		
10	9 years		\$71.26	\$12,398.80	10	10 years	\$76.29	\$13,274.90	10	10 years	\$82.20	\$14,303.38		
11	10 years		\$72.69	\$12,648.51	11	11 years	\$77.84	\$13,543.66	11	11 years	\$83.83	\$14,586.95		
12	11 years		\$74.10	\$12,893.99	12	15 years	\$79.42	\$13,818.77	12	15 years	\$85.51	\$14,878.98		
13	15 years		\$75.60	\$13,154.28	13	20 years	\$80.96	\$14,087.52	13	20 years	\$87.24	\$15,179.48		
14	20years		\$77.14	\$13,423.04	14	25 years	\$82.59	\$14,371.09	14	25 years	\$88.97	\$15,479.98		
15	25 years				\$78.64	\$13,683.33	15	15-19 years + 5 years UC service	\$84.09	\$14,631.39	15	15-19 years + 5 years UC service	\$90.69	\$15,780.48
16	15 years-19 years +5 years UC service				\$80.05	\$13,928.81	16	15-19 years + 7 years UC service	\$85.75	\$14,921.30	16	15-19 years + 7 years UC service	\$92.54	\$16,102.14
17	15 years-19 years +7years UC service				\$81.64	\$14,206.03	17	15-19 years + 9 years UC service	\$87.47	\$15,219.69	17	15-19 years + 9 years UC service	\$94.39	\$16,423.80
18	15 years-19 years +9 years UC service				\$83.31	\$14,495.95	18	20 years +10 years UC service	\$89.22	\$15,524.42	18	20 years +10 years UC service	\$96.29	\$16,753.93
19	20 years +10 years UC service				\$84.93	\$14,777.40	19	20 years +12 years UC service	\$91.00	\$15,833.39	19	25 years +15 years UC service	\$98.22	\$17,090.41
20	20 years +15 years UC service				\$86.65	\$15,077.90	20	20 years +15 years UC service	\$92.81	\$16,148.70				
21	25 years +15 years UC service				\$88.39	\$15,380.52	21	20 years +18 years UC service	\$94.66	\$16,470.36				

			22	25 years +20 years UC service	\$96.57	\$16,802.60		
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	\$18.00	\$18.00		\$18.00		\$18.00		
Charge Nurse	\$0.00	\$2.50		\$2.50		\$2.50		

20	20 years	\$76.28	\$13,272.79			
	+10 years UC service					
Shift Differential, On-Call and Charge Nurse Differential						
		Hourly		Hourly	Hourly	
Eye		\$3.00		\$3.00	\$3.00	
Night		\$6.00		\$6.00	\$6.00	
Weekend		\$2.75		\$2.75	\$2.75	
On-Call		\$18.00		\$18.00	\$18.00	
Charge Nurse		\$2.50		\$2.50	\$2.50	

UC LOS ANGELES									
Effective January 2024									
Step	Years of Experience*	Coordinator, Transplant I		Step	Years of Experience**	Coordinator, Transplant II		Coordinator, Transplant III	
		9110				9111		9125	
		Hourly	Monthly			Hourly	Monthly	Hourly	Monthly
1	1 year	\$78.41	\$13,643.12	1	5 years	\$94.47	\$16,438.62	\$100.29	\$17,450.16
2	3 years	\$79.99	\$13,918.23	2	7 years	\$96.36	\$16,766.63	\$102.32	\$17,803.57
3	5 years	\$81.60	\$14,197.57	3	9 years	\$98.28	\$17,100.99	\$104.39	\$18,163.32
4	5 years	\$88.20	\$15,346.66	4	12 years	\$100.25	\$17,443.81	\$106.43	\$18,518.84
5	7 years	\$89.95	\$15,651.39	5	16 years	\$102.27	\$17,795.10	\$108.58	\$18,893.41
6	9 years	\$91.77	\$15,968.82	6	18 years	\$104.29	\$18,146.39	\$110.71	\$19,263.74
7	12 years	\$93.59	\$16,284.14	7	>20 years	\$106.37	\$18,508.26	\$112.97	\$19,657.35
8	16 years	\$95.50	\$16,616.38	8	15 years + 7 UC service	\$108.53	\$18,884.94	\$115.69	\$20,129.27
9	18 years	\$97.38	\$16,944.39	9	15 years + 9 UC service	\$110.66	\$19,255.28	\$117.49	\$20,442.46
10	> 20 years	\$99.33	\$17,282.98	10	20 years + 10 UC service	\$112.91	\$19,646.77	\$119.87	\$20,857.24
11	15 years + 7 UC service	\$101.30	\$17,625.80	** 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	\$103.33	\$17,979.21						
13	20 years + 10 UC service	\$105.41	\$18,341.08						
* Steps 4-13: Minimum 5 years relevant RN experience with a combination of critical care and/or transplant preferred (per program requirements).									
Stipends & Weekend Shift Differential									
		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	
Weekend Shift		\$2.75				\$2.75		\$2.75	

UC LOS ANGELES																					
Effective January 2024																					
Step P	Years of	Nurse Administrative I		Step	Years of	Nurse Practitioner I		Nurse Practitioner II		Step	Years of	Nurse Practitioner III									
	Experience	9134			Experience	9148		9147			Experience	9146									
		Hourly	Monthly			Hourly	Monthly	Hourly	Monthly			Hourly	Monthly								
					<6 mos	\$76.51	\$13,313.00														
1	1 year	\$67.06	\$11,668.71	1	6 mos			\$84.82	\$14,758.36	1	1 year	\$90.84	\$15,805.88								
2	2 years	\$68.38	\$11,897.26	2	1 year			\$86.48	\$15,048.28	2	2 years	\$92.65	\$16,121.19								
3	3 years	\$69.74	\$12,134.27	3	2 years			\$88.22	\$15,350.89	3	3 years	\$94.51	\$16,444.97								
4	4 years	\$71.15	\$12,379.75	4	3 years			\$90.01	\$15,661.97	4	4 years	\$96.38	\$16,770.86								
5	5 years	\$72.57	\$12,627.35	5	4 years			\$91.84	\$15,979.40	5	5 years	\$98.35	\$17,113.68								
6	6 years	\$74.01	\$12,877.06	6	5 years			\$93.62	\$16,290.48	6	6 years	\$100.29	\$17,450.16								
7	7 years	\$75.49	\$13,135.23	7	6 years			\$95.51	\$16,618.49	7	7 years	\$102.32	\$17,803.57								
8	8 years	\$77.00	\$13,397.64	8	7 years			\$97.43	\$16,952.85	8	8 years	\$104.39	\$18,163.32								
9	9 years	\$78.54	\$13,666.40	9	8 years			\$99.35	\$17,287.21	9	9 years	\$106.43	\$18,518.84								
10	10 years	\$80.10	\$13,937.27	10	9 years			\$101.37	\$17,638.50	10	10 years	\$108.58	\$18,893.41								
11	11 years	\$81.72	\$14,218.73	11	10 years			\$103.38	\$17,987.67	11	11 years	\$110.71	\$19,263.74								
12	15 years	\$83.35	\$14,502.30	12	11 years			\$105.46	\$18,349.54	12	15 years	\$112.97	\$19,657.35								
13	20 years	\$85.02	\$14,794.33	13	15 years			\$107.57	\$18,717.76	13	20 years	\$115.69	\$20,129.27								
14	25 years	\$86.76	\$15,096.95	14	20 years			\$109.75	\$19,096.56	14	25 years	\$117.49	\$20,442.46								
15	15 years-19 years	\$88.27	\$15,359.36	15	25 years					\$111.93	\$19,475.36	15	15 years-19 years	\$119.87	\$20,857.24						
	+5years UC service												+5 years UC service								
16	15 years-19 years	\$90.04	\$15,666.21	16	15 years-19 years					\$114.17	\$19,864.74	16	15 years-19 years	\$122.27	\$21,274.13						
	+7years UC service				+7 years UC service																
17	15 years-19 years	\$91.85	\$15,981.52	17	15 years-19 years					\$116.45	\$20,262.59	17	15 years-19 years	\$124.69	\$21,695.25						
	+9years UC service				+7 years UC service																
18	20 years	\$93.65	\$16,294.72	18	15 years-19 years	\$118.75	\$20,662.55			18	20 years	\$127.17	\$22,126.96								
	+10 years UC service				+9 years UC service																
19	20 years	\$95.52	\$16,620.61	19	20 years	\$121.13	\$21,077.32														
	+12 years UC service				+10 years UC service																
20	25 years	\$97.43	\$16,952.85																		
	+15 years UC service																				
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		\$18.00				\$18.00				\$18.00				\$18.00							
Charge Nurse		\$2.50				\$0.00				\$0.00				\$0.00							

UC LOS ANGELES									
Effective January 2024									
Step	Years of Experience	Anesthetist Nurse Reg Grad		Nurse Anesthetist		Step	Years of Experience	Nurse Anesthetist Sr. Nex	
		9134		9144				9143	
		Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
1	<6 mos	\$98.22	\$17,090.41	\$109.96	\$19,132.54	1	1 year	\$120.11	\$20,899.56
2	6 mos			\$112.16	\$19,515.57	2	2 years	\$122.54	\$21,322.80
3	1 year			\$114.38	\$19,902.83	3	3 years	\$124.98	\$21,746.04
4	2 years			\$116.72	\$20,309.14	4	4 years	\$127.48	\$22,181.98
5	3 years			\$119.04	\$20,713.34	5	5 years	\$130.06	\$22,630.61
6	4 years			\$121.45	\$21,132.34	6	6 years	\$132.66	\$23,083.48
7	5 years			\$123.85	\$21,549.23	7	7 years	\$135.34	\$23,549.04
8	6 years			\$126.33	\$21,980.94	8	8 years	\$138.01	\$24,014.60
9	7 years			\$128.84	\$22,418.99	9	9 years	\$140.76	\$24,492.86
10	8 years			\$131.44	\$22,869.74	10	10 years	\$143.61	\$24,988.05
11	9 years			\$134.05	\$23,324.72	11	11 years	\$146.47	\$25,485.36
12	10 years			\$136.73	\$23,790.29	12	15 years	\$149.37	\$25,991.13
13	11 years					\$139.49	\$24,270.66	13	20 years w/10years UC service
14	15 years			\$142.30	\$24,759.50				
15	20 years			\$145.17	\$25,258.93				
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		\$18.00		\$18.00				\$18.00	
Charge Nurse		\$0.00		\$0.00				\$0.00	

UC LOS ANGELES							
Effective January 2024							
Step	Nurse,	Resource	Home Health Nurse	Nurse Practitioner	Certified Nurse Midwife	Nurse Anesthetist	Nurse Anesthetist Sr
	Per Diem	Per Diem Nurse	Per Diem	Per Diem	Per Diem	Per Diem	Per Diem
	9119	9123	9114	9160	91xx	9122	9121
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
1	\$87.47	\$105.48	\$71.37	\$89.46	\$100.53	\$103.20	\$135.85
Shift Differential, On-Call and Charge Nurse Differential							
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
Eve	\$3.00	\$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	\$6.00
Weekend	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75
On-Call		\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00

UC LOS ANGELES													
Effective January 2025													
Step	Years of Experience	Nurse Clinical I		Nurse Clinical II		Step	Years of Experience	Nurse Clinical III		Step	Years of Experience	Nurse Clinical IV	
		9140		9139				9138				9137	
		Hourly	Monthly	Hourly	Monthly			Hourly	Monthly			Hourly	Monthly
	<6 mos	\$58.45	\$10,170.13										
1	6 mos			\$62.43	\$10,863.39	1	1 year	\$67.02	\$11,661.09	1	1 year	\$72.23	\$12,567.67
2	1 year			\$63.86	\$11,112.26	2	2 years	\$68.42	\$11,905.51	2	2 years	\$73.67	\$12,818.76
3	2 years			\$65.14	\$11,334.46	3	3 years	\$69.74	\$12,134.38	3	3 years	\$75.10	\$13,067.62
4	3 years			\$66.43	\$11,558.88	4	4 years	\$71.17	\$12,383.24	4	4 years	\$76.65	\$13,336.48
5	4 years			\$67.75	\$11,787.75	5	5 years	\$72.57	\$12,627.66	5	5 years	\$78.15	\$13,598.68
6	5 years			\$69.10	\$12,023.28	6	6 years	\$74.03	\$12,880.97	6	6 years	\$79.72	\$13,871.99
7	6 years			\$70.48	\$12,263.26	7	7 years	\$75.48	\$13,134.28	7	7 years	\$81.29	\$14,145.30
8	7 years			\$71.88	\$12,507.68	8	8 years	\$77.04	\$13,405.37	8	8 years	\$82.93	\$14,429.71
9	8 years			\$73.31	\$12,756.54	9	9 years	\$78.54	\$13,665.34	9	9 years	\$84.60	\$14,720.80
10	9 years			\$74.82	\$13,018.74	10	10 years	\$80.11	\$13,938.65	10	10 years	\$86.31	\$15,018.54
11	10 years			\$76.33	\$13,280.93	11	11 years	\$81.73	\$14,220.84	11	11 years	\$88.02	\$15,316.29
12	11 years			\$77.81	\$13,538.69	12	15 years	\$83.39	\$14,509.70	12	15 years	\$89.79	\$15,622.93
13	15 years			\$79.38	\$13,811.99	13	20 years	\$85.01	\$14,791.90	13	20 years	\$91.60	\$15,938.45
14	20years			\$81.00	\$14,094.19	14	25 years	\$86.72	\$15,089.65	14	25 years	\$93.41	\$16,253.98
15	25 years			\$82.57	\$14,367.50	15	15-19 years	\$88.29	\$15,362.96	15	15-19 years	\$95.23	\$16,569.50
						15	+ 5 years UC service			15	+ 5 years UC service		
16	15 years-19 years			\$84.05	\$14,625.25	16	15-19 years	\$90.04	\$15,667.37	16	15-19 years	\$97.17	\$16,907.25
	+5 years UC service					16	+ 7 years UC service			16	+ 7 years UC service		
17	15 years-19 years			\$85.73	\$14,916.33	17	15-19 years	\$91.84	\$15,980.67	17	15-19 years	\$99.11	\$17,244.99
	+7years UC service					17	+ 9 years UC service			17	+ 9 years UC service		
18	15 years-19 years			\$87.48	\$15,220.75	18	20 years	\$93.68	\$16,300.64	18	20 years	\$101.10	\$17,591.63
	+9 years UC service					18	+10 years UC service			18	+10 years UC service		
19	20 years			\$89.17	\$15,516.27	19	20 years	\$95.55	\$16,625.05	19	25 years	\$103.13	\$17,944.93
	+10 years UC service					19	+12 years UC service			19	+15 years UC service		
20	20 years	\$90.99	\$15,831.80	20	20 years	\$97.45	\$16,956.13						
	+15 years UC service			20	+15 years UC service								
21	25 years	\$92.81	\$16,149.55	21	20 years	\$99.39	\$17,293.88						
	+15 years UC service			21	+18 years UC service								
				22	25 years	\$101.40	\$17,642.73						
				22	+20 years UC service								
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		\$18.00		\$18.00				\$18.00				\$18.00	
Charge Nurse		\$0.00		\$2.50				\$2.50				\$2.50	

UC LOS ANGELES																						
Effective January 2025																						
Step	Years of	Home Health Nurse I		Step	Years of	Home Health Nurse II		Home Health Nurse III														
	Experience	9118			Experience	9117		9116														
		Hourly	Monthly			Hourly	Monthly	Hourly	Monthly													
1	<6 mos	\$54.94	\$9,559.07	1	1 year	\$63.52	\$11,052.26	\$72.15	\$12,554.34													
2	6 mos	\$56.05	\$9,752.39	2	2 years	\$64.80	\$11,274.46	\$73.62	\$12,809.87													
3	1 year	\$57.18	\$9,950.15	3	3 years	\$66.07	\$11,496.66	\$75.05	\$13,058.73													
4	2 years	\$58.32	\$10,147.91	4	4 years	\$67.41	\$11,729.97	\$76.57	\$13,323.15													
5	3 years	\$59.50	\$10,352.33	5	5 years	\$68.78	\$11,967.73	\$78.13	\$13,594.24													
6	4 years	\$60.67	\$10,556.75	6	6 years	\$70.13	\$12,203.26	\$79.69	\$13,865.32													
7	5 years	\$61.90	\$10,770.07	7	7 years	\$71.54	\$12,447.68	\$81.27	\$14,140.85													
8	6 years	\$63.14	\$10,985.60	8	8 years	\$72.94	\$12,692.10	\$82.89	\$14,423.05													
9	7 years	\$64.43	\$11,210.02	9	9 years	\$74.46	\$12,956.52	\$84.54	\$14,709.69													
10	8 years	\$65.68	\$11,427.78	10	10 years	\$75.92	\$13,209.83	\$86.25	\$15,007.43													
11	9 years	\$67.00	\$11,658.87	11	11 years	\$77.48	\$13,480.92	\$87.97	\$15,307.40													
12	10 years	\$68.33	\$11,889.96	12	15 years	\$78.97	\$13,740.89	\$89.72	\$15,611.82													
13	11 years	\$69.69	\$12,125.49	13	20 years	\$80.54	\$14,014.20	\$91.55	\$15,929.57													
14	15 years	\$71.16	\$12,381.02	14	25 years	\$82.16	\$14,296.39	\$93.39	\$16,249.54													
15	20 years	\$72.55	\$12,623.22	15	15-19 years	\$83.84	\$14,587.47	\$95.21	\$16,567.28													
				+ 5 years UC service																		
16	25 years	\$74.02	\$12,878.75	16	15-19 years	\$85.51	\$14,878.56	\$97.14	\$16,902.81													
				+ 7 years UC service																		
17	15-19 years	\$75.45	\$13,127.62	17	15-19 years	\$87.25	\$15,180.75	\$99.05	\$17,233.88													
	+ 5 years UC service			+ 9 years UC service																		
18	15-19 years	\$76.98	\$13,394.26	18	20 years	\$88.98	\$15,482.94	\$101.05	\$17,582.74													
	+ 7 years UC service			+10 years UC service																		
19	15-19 years	\$78.49	\$13,656.45																			
	+ 9 years UC service																					
20	20 years	\$80.09	\$13,936.43																			
	+10 years UC service																					
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		\$18.00				\$18.00		\$18.00														
Charge Nurse		\$2.50				\$2.50		\$2.50														

UC LOS ANGELES									
Effective January 2025									
Step	Years of Experience*	Coordinator, Transplant I		Step	Years of Experience**	Coordinator, Transplant II		Coordinator, Transplant III	
		9110				9111		9125	
		Hourly	Monthly			Hourly	Monthly	Hourly	Monthly
1	1 year	\$82.33	\$14,325.28	1	5 years	\$99.20	\$17,260.55	\$105.30	\$18,322.67
2	3 years	\$83.99	\$14,614.14	2	7 years	\$101.18	\$17,604.96	\$107.44	\$18,693.74
3	5 years	\$85.67	\$14,907.44	3	9 years	\$103.20	\$17,956.04	\$109.61	\$19,071.48
4	5 years	\$92.61	\$16,113.99	4	12 years	\$105.26	\$18,316.00	\$111.75	\$19,444.78
5	7 years	\$94.45	\$16,433.96	5	16 years	\$107.38	\$18,684.86	\$114.01	\$19,838.08
6	9 years	\$96.36	\$16,767.26	6	18 years	\$109.50	\$19,053.71	\$116.25	\$20,226.93
7	12 years	\$98.27	\$17,098.34	7	>20 years	\$111.69	\$19,433.67	\$118.62	\$20,640.22
8	16 years	\$100.27	\$17,447.20	8	15 years + 7 UC service	\$113.96	\$19,829.19	\$121.47	\$21,135.73
9	18 years	\$102.25	\$17,791.61	9	15 years + 9 UC service	\$116.20	\$20,218.04	\$123.36	\$21,464.59
10	> 20 years	\$104.29	\$18,147.13	10	20 years + 10 UC service	\$118.56	\$20,629.11	\$125.86	\$21,900.10
11	15 years + 7 UC service	\$106.36	\$18,507.09	** 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	\$108.50	\$18,878.17						
13	20 years + 10 UC service	\$110.68	\$19,258.13						
* Steps 4-13: Minimum 5 years relevant RN experience with a combination of critical care and/or transplant preferred (per program requirements).									
Stipends & Weekend Shift Differential									
		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	
Weekend Shift		\$2.75				\$2.75		\$2.75	

UC LOS ANGELES													
Effective January 2025													
Step	Years of	Nurse Administrative I		Step	Years of	Nurse Practitioner I		Nurse Practitioner II		Step	Years of	Nurse Practitioner III	
	Experience	9134			Experience	9148		9147			Experience	9146	
		Hourly	Monthly			Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
					<6 mos	\$80.34	\$13,978.64						
1	1 year	\$70.41	\$12,252.15	1	6 mos			\$89.06	\$15,496.28	1	1 year	\$95.38	\$16,596.17
2	2 years	\$71.79	\$12,492.12	2	1 year			\$90.81	\$15,800.69	2	2 years	\$97.28	\$16,927.25
3	3 years	\$73.22	\$12,740.99	3	2 years			\$92.63	\$16,118.44	3	3 years	\$99.24	\$17,267.21
4	4 years	\$74.71	\$12,998.74	4	3 years			\$94.51	\$16,445.07	4	4 years	\$101.20	\$17,609.40
5	5 years	\$76.20	\$13,258.71	5	4 years			\$96.43	\$16,778.37	5	5 years	\$103.27	\$17,969.37
6	6 years	\$77.71	\$13,520.91	6	5 years			\$98.30	\$17,105.01	6	6 years	\$105.30	\$18,322.67
7	7 years	\$79.26	\$13,792.00	7	6 years			\$100.28	\$17,449.42	7	7 years	\$107.44	\$18,693.74
8	8 years	\$80.85	\$14,067.53	8	7 years			\$102.30	\$17,800.50	8	8 years	\$109.61	\$19,071.48
9	9 years	\$82.47	\$14,349.72	9	8 years			\$104.32	\$18,151.57	9	9 years	\$111.75	\$19,444.78
10	10 years	\$84.10	\$14,634.14	10	9 years			\$106.44	\$18,520.43	10	10 years	\$114.01	\$19,838.08
11	11 years	\$85.80	\$14,929.66	11	10 years			\$108.55	\$18,887.06	11	11 years	\$116.25	\$20,226.93
12	15 years	\$87.51	\$15,227.41	12	11 years			\$110.73	\$19,267.02	12	15 years	\$118.62	\$20,640.22
13	20 years	\$89.28	\$15,534.05	13	15 years			\$112.95	\$19,653.65	13	20 years	\$121.47	\$21,135.73
14	25 years	\$91.10	\$15,851.80	14	20 years			\$115.24	\$20,051.39	14	25 years	\$123.36	\$21,464.59
15	15 years-19 years	\$92.69	\$16,127.33	15	25 years			\$117.52	\$20,449.13	15	15 years-19 years	\$125.86	\$21,900.10
	+5years UC service												
16	15 years-19 years	\$94.54	\$16,449.52	16	15 years-19 years			\$119.87	\$20,857.98	16	15 years-19 years	\$128.38	\$22,337.83
	+7years UC service												
17	15 years-19 years	\$96.44	\$16,780.60	17	15 years-19 years			\$122.27	\$21,275.72	17	15 years-19 years	\$130.92	\$22,780.01
	+9years UC service												
18	20 years	\$98.33	\$17,109.45	18	15 years-19 years			\$124.69	\$21,695.67	18	20 years	\$133.52	\$23,233.30
	+10 years UC service												
19	20 years	\$100.30	\$17,451.64	19	20 years			\$127.19	\$22,131.19				
	+12 years UC service												
20	25 years	\$102.30	\$17,800.50										
	+15 years UC service												
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		\$18.00				\$18.00		\$18.00				\$18.00	
Charge Nurse		\$2.50				\$0.00		\$0.00				\$0.00	

UC LOS ANGELES									
Effective January 2025									
Step	Years of Experience	Anesthetist Nurse Reg Grad		Nurse Anesthetist		Step	Years of Experience	Nurse Anesthetist Sr. Nex	
		9134		9144				9143	
		Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
1	<6 mos	\$103.13	\$17,944.93	\$115.45	\$20,089.16	1	1 year	\$126.12	\$21,944.54
2	6 mos			\$117.77	\$20,491.35	2	2 years	\$128.67	\$22,388.94
3	1 year			\$120.10	\$20,897.97	3	3 years	\$131.23	\$22,833.34
4	2 years			\$122.56	\$21,324.60	4	4 years	\$133.86	\$23,291.08
5	3 years			\$124.99	\$21,749.00	5	5 years	\$136.56	\$23,762.14
6	4 years			\$127.52	\$22,188.96	6	6 years	\$139.30	\$24,237.65
7	5 years			\$130.04	\$22,626.70	7	7 years	\$142.11	\$24,726.49
8	6 years			\$132.64	\$23,079.98	8	8 years	\$144.92	\$25,215.33
9	7 years			\$135.29	\$23,539.94	9	9 years	\$147.80	\$25,717.51
10	8 years			\$138.01	\$24,013.23	10	10 years	\$150.79	\$26,237.46
11	9 years			\$140.75	\$24,490.96	11	11 years	\$153.79	\$26,759.63
12	10 years			\$143.56	\$24,979.80	12	15 years	\$156.84	\$27,290.69
13	11 years					\$146.46	\$25,484.20	13	20 years w/10years UC service
14	15 years	\$149.41	\$25,997.48						
15	20 years	\$152.42	\$26,521.87						
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		\$18.00		\$18.00				\$18.00	
Charge Nurse		\$0.00		\$0.00				\$0.00	

UC LOS ANGELES							
Effective January 2025							
Step	Nurse,	Resource	Home Health Nurse	Nurse Practitioner	Certified Nurse Midwife	Nurse Anesthetist	Nurse Anesthetist Sr
	Per Diem	Per Diem Nurse	Per Diem	Per Diem	Per Diem	Per Diem	Per Diem
	9119	9123	9114	9160	91xx	9122	9121
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
1	\$91.84	\$110.76	\$74.94	\$93.94	\$105.56	\$108.35	\$142.64
Shift Differential, On-Call and Charge Nurse Differential							
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
Eve	\$3.00	\$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	\$6.00
Weekend	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75
On-Call		\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00

UC LOS ANGELES Effective January 2022									
Step	Years of Experience	Certified Nurse Midwife I		Certified Nurse Midwife II		Step	Years of Experience	Certified Nurse Midwife III	
		91xx		91xx				91xx	
		Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
	<6 mos	\$64.12	\$11,156.88			1	1 year	\$79.15	\$13,772.10
1	6 mos			\$71.24	\$12,395.76	2	2 years	\$80.77	\$14,053.98
2	1 year			\$72.69	\$12,648.06	3	3 years	\$82.42	\$14,341.08
3	2 years			\$74.18	\$12,907.32	4	4 years	\$84.10	\$14,633.40
4	3 years			\$75.69	\$13,170.06	5	5 years	\$85.82	\$14,932.68
5	4 years			\$77.24	\$13,439.76	6	6 years	\$87.57	\$15,237.18
6	5 years			\$78.81	\$13,712.94	7	7 years	\$89.36	\$15,548.64
7	6 years			\$80.42	\$13,993.08	8	8 years	\$91.18	\$15,865.32
8	7 years			\$82.06	\$14,278.44	9	9 years	\$93.04	\$16,188.96
9	8 years			\$83.74	\$14,570.76	10	10 years	\$94.90	\$16,512.60
10	9 years			\$85.41	\$14,861.34	11	11 years	\$96.80	\$16,843.20
11	10 years			\$87.12	\$15,158.88	12	15 years	\$98.73	\$17,179.02
12	11 years			\$88.86	\$15,461.64	13	20 years	\$100.71	\$17,523.54
13	15 years			\$90.64	\$15,771.36	14	25 years	\$102.72	\$17,873.28
14	20 years			\$92.45	\$16,086.30	15	15-19 years	\$104.78	\$18,231.72
							+ 5 years UC service		
15	25 years			\$94.30	\$16,408.20	16	15-19 years	\$106.87	\$18,595.38
							+ 7 years UC service		
16	15 years-19 years			\$96.19	\$16,737.06	17	15-19 years	\$109.01	\$18,967.74
	+5years UC service						+ 9 years UC service		
	15 years-19 years			\$98.11	\$17,071.14	18	20 years	\$111.19	\$19,347.06
17	+7 years UC service						+10 years UC service		
18	15 years-19 years			\$100.07	\$17,412.18				
	+9 years UC service								
19	20 years			\$102.07	\$17,760.18				
	+10 years UC service								
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	

UC LOS ANGELES							
Effective January 2022							
Step	Nurse,	Resource	Home Health Nurse	Nurse Practitioner	Certified Nurse Midwife	Nurse Anesthetist	Nurse Anesthetist Sr
	Per Diem	Per Diem Nurse	Per Diem	Per Diem	Per Diem	Per Diem	Per Diem
	9119	9123	9114	9160	91xx	9122	9121
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
1	\$78.59	\$94.77	\$64.12	\$80.38	\$81.93	\$92.72	\$122.06
Shift Differential, On-Call and Charge Nurse Differential							
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
Eve	\$3.00	\$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	\$6.00
Weekend	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75
On-Call	\$12.00	\$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	\$0.00

UC LOS ANGELES									
Effective January 2023									
Step	Years of Experience	Certified Nurse Midwife I		Certified Nurse Midwife II		Step	Years of Experience	Certified Nurse Midwife III	
		91xx		91xx				91xx	
		Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
	<6 mos	\$67.97	\$11,826.29			1	1 year	\$83.90	\$14,598.43
1	6 mos			\$75.51	\$13,139.51	2	2 years	\$85.62	\$14,897.22
2	1 year			\$77.05	\$13,406.94	3	3 years	\$87.37	\$15,201.54
3	2 years			\$78.63	\$13,681.76	4	4 years	\$89.15	\$15,511.40
4	3 years			\$80.23	\$13,960.26	5	5 years	\$90.97	\$15,828.64
5	4 years			\$81.87	\$14,246.15	6	6 years	\$92.82	\$16,151.41
6	5 years			\$83.54	\$14,535.72	7	7 years	\$94.72	\$16,481.56
7	6 years			\$85.25	\$14,832.66	8	8 years	\$96.65	\$16,817.24
8	7 years			\$86.98	\$15,135.15	9	9 years	\$98.62	\$17,160.30
9	8 years			\$88.76	\$15,445.01	10	10 years	\$100.59	\$17,503.36
10	9 years			\$90.53	\$15,753.02	11	11 years	\$102.61	\$17,853.79
11	10 years			\$92.35	\$16,068.41	12	15 years	\$104.65	\$18,209.76
12	11 years			\$94.19	\$16,389.34	13	20 years	\$106.75	\$18,574.95
13	15 years			\$96.08	\$16,717.64	14	25 years	\$108.88	\$18,945.68
14	20 years			\$98.00	\$17,051.48	15	15-19 years	\$111.07	\$19,325.62
							+ 5 years UC service		
15	25 years			\$99.96	\$17,392.69	16	15-19 years	\$113.28	\$19,711.10
							+ 7 years UC service		
16	15 years-19 years			\$101.96	\$17,741.28	17	15-19 years	\$115.55	\$20,105.80
	+5years UC service								
17	15 years-19 years			\$104.00	\$18,095.41	18	20 years	\$117.86	\$20,507.88
	+7 years UC service								
18	15 years-19 years			\$106.07	\$18,456.91				
	+9 years UC service								
19	20 years			\$108.19	\$18,825.79				
	+10 years UC service								
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		\$18.00		\$18.00				\$18.00	

UC LOS ANGELES							
Effective January 2023							
Step	Nurse,	Resource	Home Health Nurse	Nurse Practitioner	Certified Nurse Midwife	Nurse Anesthetist	Nurse Anesthetist Sr
	Per Diem	Per Diem Nurse	Per Diem	Per Diem	Per Diem	Per Diem	Per Diem
	9119	9123	9114	9160	91xx	9122	9121
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
1	\$83.30	\$100.46	\$67.97	\$85.20	\$86.85	\$131.95	\$145.15
Shift Differential, On-Call and Charge Nurse Differential							
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
Eve	\$3.00	\$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	\$6.00
Weekend	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75
On-Call	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00
Charge Nurse	\$2.50	\$2.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

UC LOS ANGELES														
Effective January 2024														
Step	Years of	Certified Nurse Midwife I		Certified Nurse Midwife II		Step	Years of	Certified Nurse Midwife III						
	Experience	91xx		91xx			Experience	91xx						
		Hourly	Monthly	Hourly	Monthly			Hourly	Monthly					
	<6 mos	\$71.37	\$12,417.61			1	1 year	\$88.09	\$15,328.35					
1	6 mos			\$79.29	\$13,796.48	2	2 years	\$89.90	\$15,642.08					
2	1 year			\$80.90	\$14,077.29	3	3 years	\$91.73	\$15,961.62					
3	2 years			\$82.56	\$14,365.85	4	4 years	\$93.60	\$16,286.97					
4	3 years			\$84.24	\$14,658.28	5	5 years	\$95.52	\$16,620.07					
5	4 years			\$85.97	\$14,958.45	6	6 years	\$97.47	\$16,958.98					
6	5 years			\$87.72	\$15,262.50	7	7 years	\$99.46	\$17,305.64					
7	6 years			\$89.51	\$15,574.30	8	8 years	\$101.48	\$17,658.10					
8	7 years			\$91.33	\$15,891.90	9	9 years	\$103.55	\$18,018.31					
9	8 years			\$93.20	\$16,217.26	10	10 years	\$105.62	\$18,378.52					
10	9 years			\$95.06	\$16,540.67	11	11 years	\$107.74	\$18,746.48					
11	10 years			\$96.96	\$16,871.83	12	15 years	\$109.89	\$19,120.25					
12	11 years			\$98.90	\$17,208.81	13	20 years	\$112.09	\$19,503.70					
13	15 years			\$100.88	\$17,553.52	14	25 years	\$114.33	\$19,892.96					
14	20 years			\$102.90	\$17,904.05	15	15-19 years	\$116.62	\$20,291.90					
							+ 5 years UC service							
15	25 years			\$104.96	\$18,262.33	16	15-19 years	\$118.95	\$20,696.66					
							+ 7 years UC service							
16	15 years-19 years			\$107.06	\$18,628.35	17	15-19 years	\$121.33	\$21,111.09					
	+5years UC service						+ 9 years UC service							
17	15 years-19 years			\$109.20	\$19,000.18	18	20 years	\$123.75	\$21,533.28					
	+7 years UC service						+10 years UC service							
18	15 years-19 years			\$111.38	\$19,379.76									
	+9 years UC service													
19	20 years			\$113.60	\$19,767.08									
	+10 years UC service													
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		\$18.00		\$18.00				\$18.00						

UC LOS ANGELES							
Effective January 2024							
Step	Nurse,	Resource	Home Health Nurse	Nurse Practitioner	Certified Nurse Midwife	Nurse Anesthetist	Nurse Anesthetist Sr
	Per Diem	Per Diem Nurse	Per Diem	Per Diem	Per Diem	Per Diem	Per Diem
	9119	9123	9114	9160	91xx	9122	9121
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
1	\$87.47	\$105.48	\$71.37	\$89.46	\$91.19	\$138.55	\$152.41
Shift Differential, On-Call and Charge Nurse Differential							
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
Eve	\$3.00	\$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	\$6.00
Weekend	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75
On-Call	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00
Charge Nurse	\$2.50	\$2.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

UC LOS ANGELES									
Effective January 2025									
Step	Years of	Certified Nurse Midwife I		Certified Nurse Midwife II		Step	Years of	Certified Nurse Midwife III	
	Experience	91xx		91xx			Experience	91xx	
		Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
	<6 mos	\$74.93	\$13,038.49			1	1 year	\$92.50	\$16,094.76
1	6 mos			\$83.25	\$14,486.30	2	2 years	\$94.39	\$16,424.18
2	1 year			\$84.95	\$14,781.16	3	3 years	\$96.32	\$16,759.70
3	2 years			\$86.69	\$15,084.14	4	4 years	\$98.28	\$17,101.32
4	3 years			\$88.46	\$15,391.19	5	5 years	\$100.29	\$17,451.08
5	4 years			\$90.27	\$15,706.38	6	6 years	\$102.34	\$17,806.93
6	5 years			\$92.10	\$16,025.63	7	7 years	\$104.43	\$18,170.92
7	6 years			\$93.98	\$16,353.01	8	8 years	\$106.56	\$18,541.01
8	7 years			\$95.90	\$16,686.50	9	9 years	\$108.73	\$18,919.23
9	8 years			\$97.86	\$17,028.12	10	10 years	\$110.90	\$19,297.45
10	9 years			\$99.81	\$17,367.70	11	11 years	\$113.13	\$19,683.81
11	10 years			\$101.81	\$17,715.43	12	15 years	\$115.38	\$20,076.26
12	11 years			\$103.85	\$18,069.25	13	20 years	\$117.69	\$20,478.89
13	15 years			\$105.93	\$18,431.20	14	25 years	\$120.04	\$20,887.61
14	20 years			\$108.04	\$18,799.25	15	15-19 years		
							+ 5 years UC service	\$122.45	\$21,306.50
15	25 years			\$110.20	\$19,175.44	16	15-19 years		
							+ 7 years UC service	\$124.89	\$21,731.49
16	15 years-19 years			\$112.41	\$19,559.77	17	15-19 years		
	+5years UC service						+ 9 years UC service	\$127.39	\$22,166.65
17	15 years-19 years			\$114.66	\$19,950.19	18	20 years		
	+7 years UC service						+10 years UC service	\$129.94	\$22,609.94
18	15 years-19 years			\$116.95	\$20,348.74				
	+9 years UC service								
19	20 years			\$119.28	\$20,755.43				
	+10 years UC service								
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		\$18.00		\$18.00				\$18.00	

UC LOS ANGELES							
Effective January 2025							
Step	Nurse,	Resource	Home Health Nurse	Nurse Practitioner	Certified Nurse Midwife	Nurse Anesthetist	Nurse Anesthetist Sr
	Per Diem	Per Diem Nurse	Per Diem	Per Diem	Per Diem	Per Diem	Per Diem
	9119	9123	9114	9160	91xx	9122	9121
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
1	\$91.84	\$110.76	\$74.94	\$93.94	\$95.75	\$145.47	\$160.03
Shift Differential, On-Call and Charge Nurse Differential							
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
Eve	\$3.00	\$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	\$6.00
Weekend	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75	\$2.75
On-Call	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00
Charge Nurse	\$2.50	\$2.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

UC MERCED Effective January 2022													
Step	Years of Experience	Nurse, Clinical II 9139		Nurse, Clinical III 9138		Nurse, Clinical III 9138		Nurse Practitioner I 9148		Nurse Practitioner II 9147		Nurse Practitioner III 9146	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
1	<1 yr	\$54.85	\$9,544.75	\$0.00	\$0.00	\$57.60	\$10,021.99	\$56.04	\$9,750.10	\$57.18	\$9,949.74	\$62.06	\$10,797.74
2	1 yr <2 yrs	\$55.95	\$9,734.89	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$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	\$0.00	\$0.00	\$74.51	\$12,965.27			\$73.93	\$12,864.50	\$80.29	\$13,971.08
15	> 14 yrs	\$72.36	\$12,590.71	\$0.00	\$0.00	\$75.98	\$13,220.05			\$75.41	\$13,121.18	\$81.90	\$14,250.58
16				\$0.00	\$0.00	\$76.82	\$13,366.46						
17				\$0.00	\$0.00	\$78.35	\$13,632.64						
18				\$0.00	\$0.00	\$79.93	\$13,908.34						
Shift Differential, On-Call and Charge Nurse Differential													
		Hourly		Hourly		Hourly				Hourly		Hourly	
Eve		\$2.75		\$2.75		\$2.75				\$2.40		\$2.40	
Night		\$4.75		\$4.75		\$4.75				\$4.30		\$4.30	
Weekend		\$1.60		\$1.60		\$1.60				\$1.00		\$1.00	
On-Call		\$9.00		\$9.00		\$9.00				\$7.00		\$7.00	
Charge Nurse		-		-		-				-		-	

UC MERCED Effective January 2023														
Step	Years of Experience	Nurse, Clinical II 9139		Nurse, Clinical III 9138		Nurse, Clinical III 9138		Nurse Practitioner I 9148		Nurse Practitioner II 9147		Nurse Practitioner III 9146		
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	
1	<1 yr	\$58.15	\$10,117.44	\$0.00	\$0.00	\$61.05	\$10,623.31	\$59.40	\$10,335.10	\$60.61	\$10,546.72	\$65.78	\$11,445.60	
2	1 yr <2 yrs	\$59.30	\$10,318.98	\$0.00	\$0.00	\$62.27	\$10,834.93			\$61.81	\$10,754.31	\$67.12	\$11,679.39	
3	2 yrs < 3 yrs	\$60.49	\$10,524.55	\$0.00	\$0.00	\$63.53	\$11,054.61			\$63.02	\$10,965.93	\$68.47	\$11,913.18	
4	3 yrs < 4 yrs	\$61.71	\$10,738.19	\$0.00	\$0.00	\$64.78	\$11,272.28			\$64.30	\$11,187.63	\$69.80	\$12,144.96	
5	4 yrs < 5 yrs	\$62.94	\$10,951.82	\$0.00	\$0.00	\$66.08	\$11,498.00			\$65.61	\$11,415.37	\$71.21	\$12,390.84	
6	5 yrs < 6 yrs	\$64.20	\$11,171.50	\$0.00	\$0.00	\$67.42	\$11,731.79			\$66.88	\$11,637.07	\$72.62	\$12,636.72	
7	6 yrs < 7 yrs	\$65.48	\$11,393.20	\$0.00	\$0.00	\$68.74	\$11,961.55			\$68.25	\$11,874.89	\$74.10	\$12,892.68	
8	7 yrs < 8 yrs	\$66.79	\$11,620.94	\$0.00	\$0.00	\$70.13	\$12,203.40			\$69.60	\$12,110.69	\$75.58	\$13,150.65	
9	8 yrs < 9 yrs	\$68.11	\$11,850.70	\$0.00	\$0.00	\$71.63	\$12,463.39			\$71.00	\$12,354.56	\$77.06	\$13,408.63	
10	9 yrs < 10 yrs	\$69.46	\$12,086.51	\$0.00	\$0.00	\$72.96	\$12,695.17			\$72.40	\$12,598.43	\$78.65	\$13,684.74	
11	10 yrs < 11 yrs	\$70.88	\$12,332.39	\$0.00	\$0.00	\$74.42	\$12,949.11			\$73.84	\$12,848.34	\$80.19	\$13,952.79	
12	11 yrs < 12 yrs	\$72.28	\$12,576.26	\$0.00	\$0.00	\$75.90	\$13,207.08			\$75.34	\$13,108.33	\$81.81	\$14,234.95	
13	12 yrs < 13 yrs	\$73.73	\$12,828.18	\$0.00	\$0.00	\$77.42	\$13,471.11			\$76.84	\$13,370.33	\$83.43	\$14,517.11	
14	13 yrs < 14 yrs	\$75.20	\$13,084.14	\$0.00	\$0.00	\$78.98	\$13,743.19			\$78.37	\$13,636.37	\$85.11	\$14,809.35	
15	≥ 14 yrs	\$76.70	\$13,346.15	\$0.00	\$0.00	\$80.54	\$14,013.25			\$79.93	\$13,908.45	\$86.81	\$15,105.62	
16				\$0.00	\$0.00	\$81.43	\$14,168.44							
17				\$0.00	\$0.00	\$83.05	\$14,450.60							
18				\$0.00	\$0.00	\$84.73	\$14,742.84							
Shift Differential, On-Call and Charge Nurse Differential														
Eve		Hourly		Hourly		Hourly				Hourly		Hourly		
Night		\$2.75		\$2.75		\$2.75				\$2.40		\$2.40		
Weekend		\$4.75		\$4.75		\$4.75				\$4.30		\$4.30		
On-Call		\$1.60		\$1.60		\$1.60				\$1.00		\$1.00		
Charge Nurse		\$9.00		\$9.00		\$9.00				\$7.00		\$7.00		
		-		-		-				-		-		

UC MERCED Effective January 2024													
Step	Years of Experience	Nurse, Clinical II 9139		Nurse, Clinical III 9138		Nurse, Clinical III 9138		Nurse Practitioner I 9148		Nurse Practitioner II 9147		Nurse Practitioner III 9146	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
1	<1 yr	\$61.05	\$10,623.31	\$64.11	\$11,154.47	\$64.11	\$11,154.47	\$62.37	\$10,851.86	\$63.64	\$11,074.06	\$69.07	\$12,017.88
2	1 yr <2 yrs	\$62.27	\$10,834.93	\$65.38	\$11,376.67	\$65.38	\$11,376.67			\$64.90	\$11,292.03	\$70.48	\$12,263.36
3	2 yrs < 3 yrs	\$63.51	\$11,050.78	\$66.71	\$11,607.34	\$66.71	\$11,607.34			\$66.17	\$11,514.23	\$71.89	\$12,508.84
4	3 yrs < 4 yrs	\$64.80	\$11,275.10	\$68.02	\$11,835.89	\$68.02	\$11,835.89			\$67.51	\$11,747.01	\$73.29	\$12,752.20
5	4 yrs < 5 yrs	\$66.09	\$11,499.41	\$69.38	\$12,072.90	\$69.38	\$12,072.90			\$68.89	\$11,986.14	\$74.77	\$13,010.38
6	5 yrs < 6 yrs	\$67.41	\$11,730.08	\$70.80	\$12,318.38	\$70.80	\$12,318.38			\$70.22	\$12,218.92	\$76.26	\$13,268.55
7	6 yrs < 7 yrs	\$68.75	\$11,962.86	\$72.18	\$12,559.63	\$72.18	\$12,559.63			\$71.66	\$12,468.63	\$77.80	\$13,537.31
8	7 yrs < 8 yrs	\$70.13	\$12,201.99	\$73.64	\$12,813.57	\$73.64	\$12,813.57			\$73.08	\$12,716.23	\$79.36	\$13,808.19
9	8 yrs < 9 yrs	\$71.51	\$12,443.24	\$75.21	\$13,086.56	\$75.21	\$13,086.56			\$74.55	\$12,972.29	\$80.91	\$14,079.06
10	9 yrs < 10 yrs	\$72.94	\$12,690.83	\$76.61	\$13,329.92	\$76.61	\$13,329.92			\$76.02	\$13,228.35	\$82.58	\$14,368.98
11	10 yrs < 11 yrs	\$74.42	\$12,949.01	\$78.14	\$13,596.57	\$78.14	\$13,596.57			\$77.53	\$13,490.76	\$84.20	\$14,650.43
12	11 yrs < 12 yrs	\$75.89	\$13,205.07	\$79.70	\$13,867.44	\$79.70	\$13,867.44			\$79.10	\$13,763.75	\$85.90	\$14,946.70
13	12 yrs < 13 yrs	\$77.41	\$13,469.59	\$81.29	\$14,144.66	\$81.29	\$14,144.66			\$80.68	\$14,038.85	\$87.60	\$15,242.97
14	13 yrs < 14 yrs	\$78.96	\$13,738.35	\$82.93	\$14,430.35	\$82.93	\$14,430.35			\$82.29	\$14,318.19	\$89.37	\$15,549.82
15	≥ 14 yrs	\$80.54	\$14,013.46	\$84.56	\$14,713.92	\$84.56	\$14,713.92			\$83.93	\$14,603.88	\$91.15	\$15,860.90
16				\$85.50	\$14,876.86	\$85.50	\$14,876.86						
17				\$87.20	\$15,173.13	\$87.20	\$15,173.13						
18				\$88.97	\$15,479.98	\$88.97	\$15,479.98						
Shift Differential, On-Call and Charge Nurse Differential													
		Hourly		Hourly		Hourly				Hourly		Hourly	
Eve		\$2.75		\$2.75		\$2.75				\$2.40		\$2.40	
Night		\$4.75		\$4.75		\$4.75				\$4.30		\$4.30	
Weekend		\$1.60		\$1.60		\$1.60				\$1.00		\$1.00	
On-Call		\$9.00		\$9.00		\$9.00				\$7.00		\$7.00	
Charge Nurse		-		-		-				-		-	

UC MERCED Effective January 2025												
Step	Years of Experience	Nurse, Clinical II 9139		Nurse, Clinical III 9138		Nurse Practitioner I 9148		Nurse Practitioner II 9147		Nurse Practitioner III 9146		Nurse Practitioner, Per Diem 9160
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
1	<1 yr	\$64.11	\$11,154.47	\$67.31	\$11,712.20	\$65.49	\$11,394.45	\$66.83	\$11,627.76	\$72.52	\$12,618.78	\$77.66
2	1 yr <2 yrs	\$65.38	\$11,376.67	\$68.65	\$11,945.51			\$68.14	\$11,856.63	\$74.00	\$12,876.53	
3	2 yrs < 3 yrs	\$66.69	\$11,603.32	\$70.04	\$12,187.71			\$69.48	\$12,089.94	\$75.48	\$13,134.28	
4	3 yrs < 4 yrs	\$68.04	\$11,838.85	\$71.42	\$12,427.68			\$70.89	\$12,334.36	\$76.95	\$13,389.81	
5	4 yrs < 5 yrs	\$69.39	\$12,074.39	\$72.85	\$12,676.55			\$72.33	\$12,585.45	\$78.51	\$13,660.90	
6	5 yrs < 6 yrs	\$70.78	\$12,316.58	\$74.34	\$12,934.30			\$73.73	\$12,829.87	\$80.07	\$13,931.98	
7	6 yrs < 7 yrs	\$72.19	\$12,561.00	\$75.79	\$13,187.61			\$75.24	\$13,092.06	\$81.69	\$14,214.18	
8	7 yrs < 8 yrs	\$73.63	\$12,812.09	\$77.32	\$13,454.25			\$76.74	\$13,352.04	\$83.33	\$14,498.59	
9	8 yrs < 9 yrs	\$75.09	\$13,065.40	\$78.97	\$13,740.89			\$78.28	\$13,620.90	\$84.96	\$14,783.01	
10	9 yrs < 10 yrs	\$76.58	\$13,325.37	\$80.44	\$13,996.42			\$79.83	\$13,889.76	\$86.71	\$15,087.43	
11	10 yrs < 11 yrs	\$78.14	\$13,596.46	\$82.05	\$14,276.39			\$81.41	\$14,165.29	\$88.41	\$15,382.95	
12	11 yrs < 12 yrs	\$79.69	\$13,865.32	\$83.68	\$14,560.81			\$83.06	\$14,451.93	\$90.20	\$15,694.03	
13	12 yrs < 13 yrs	\$81.28	\$14,143.07	\$85.36	\$14,851.89			\$84.72	\$14,740.79	\$91.98	\$16,005.12	
14	13 yrs < 14 yrs	\$82.90	\$14,425.27	\$87.08	\$15,151.86			\$86.40	\$15,034.10	\$93.84	\$16,327.31	
15	≥ 14 yrs	\$84.56	\$14,714.13	\$88.79	\$15,449.61			\$88.13	\$15,334.07	\$95.71	\$16,653.94	
16				\$89.77	\$15,620.71							
17				\$91.56	\$15,931.79							
18				\$93.41	\$16,253.98							
Shift Differential, On-Call and Charge Nurse Differential												
		Hourly		Hourly				Hourly		Hourly		Hourly
Eve		\$2.75		\$2.75				\$2.40		\$2.40		\$2.40
Night		\$4.75		\$4.75				\$4.30		\$4.30		\$4.30
Weekend		\$1.60		\$1.60				\$1.00		\$1.00		\$1.00
On-Call		\$9.00		\$9.00				\$7.00		\$7.00		\$7.00
Charge Nurse		-		-				-		-		-

UC RIVERSIDE															
Effective January 2022															
Step	Years of Experience	Nurse, Clinical I		Nurse, Clinical II 9139		Nurse, Clinical III		Step	Years of Experience	Nurse Practitioner II		Nurse Practitioner III		Nurse, Per Diem	Nurse Practitioner - Per Diem
		9140				9138				9147		9146		9119	9160
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly	Hourly	Monthly	Hourly	Hourly
	< 6 mos	\$32.26	\$5,612.77												
1	6 mos			\$39.45	\$6,863.86	\$43.28	\$7,531.23	1	6 mos	\$48.29	\$8,402.04	\$50.71	\$8,824.14	\$54.99	\$80.60
2	1.5 yrs			\$40.25	\$7,002.65	\$44.12	\$7,677.63	2	1.5 yrs	\$49.24	\$8,567.46	\$51.74	\$9,002.87		
3	2.5 yrs			\$41.03	\$7,139.55	\$45.03	\$7,835.44	3	2.5 yrs	\$50.27	\$8,746.19	\$52.79	\$9,185.40		
4	3.5 yrs			\$41.86	\$7,284.05	\$45.89	\$7,985.65	4	3.5 yrs	\$51.25	\$8,917.31	\$53.83	\$9,366.03		
5	4.5 yrs			\$42.71	\$7,432.36	\$46.82	\$8,147.26	5	4.5 yrs	\$52.28	\$9,096.03	\$54.89	\$9,550.46		
6	5.5 yrs			\$43.57	\$7,580.66	\$47.76	\$8,310.78	6	5.5 yrs	\$53.33	\$9,278.56	\$55.99	\$9,742.49		
7	6.5 yrs			\$44.43	\$7,730.87	\$48.71	\$8,476.20	7	6.5 yrs	\$54.42	\$9,468.70	\$57.11	\$9,936.43		
8	7.5 yrs			\$45.35	\$7,890.58	\$49.72	\$8,651.12	8	7.5 yrs	\$55.48	\$9,653.13	\$58.25	\$10,136.07		
9	8.5 yrs			\$46.22	\$8,042.69	\$50.70	\$8,822.24	9	8.5 yrs	\$56.63	\$9,852.77	\$59.42	\$10,339.51		
10	10.5 yrs			\$47.15	\$8,204.30	\$51.74	\$9,002.87	10	9.5 yrs	\$57.71	\$10,041.00	\$60.61	\$10,546.76		
11	12.5 yrs			\$48.11	\$8,371.62	\$52.76	\$9,179.69	11	10.5 yrs	\$58.88	\$10,244.45	\$61.80	\$10,754.01		
12	15.5 yrs			\$49.05	\$8,535.14	\$53.82	\$9,364.12	12	12.5 yrs	\$60.05	\$10,447.89	\$63.03	\$10,966.96		
13	18.5 yrs			\$50.06	\$8,710.06	\$54.87	\$9,546.65	13	14.5 yrs	\$61.26	\$10,658.94	\$64.31	\$11,189.42		
14	21.5 yrs			\$51.05	\$8,883.08	\$55.98	\$9,740.59	14	16.5 yrs	\$62.48	\$10,871.89	\$65.60	\$11,413.77		
15	25 yrs			\$52.08	\$9,061.81	\$57.09	\$9,934.53	15	18.5 yrs	\$63.71	\$11,084.84	\$66.90	\$11,640.03		
16	≥28 yrs			\$53.11	\$9,240.54	\$58.24	\$10,134.17	16	21.5 yrs	\$65.00	\$11,309.20	\$68.24	\$11,873.90		
								17	25 yrs	\$66.30	\$11,535.46	\$69.62	\$12,113.47		
								18	≥28 yrs	\$67.61	\$11,763.62	\$71.02	\$12,356.84		
Shift Differential, On-Call and Charge Nurse Differential															
		Hourly		Hourly		Hourly				Hourly		Hourly		Hourly	Hourly
Eve		-		-		-				-		-		-	-
Night		-		-		-				-		-		-	-
Weekend		-		-		-				-		-		-	-
On-Call		-		-		-				-		-		-	-
Charge Nurse		-		-		-				-		-		-	-

UC RIVERSIDE															
Effective January 2023															
Step	Years of Experience	Nurse, Clinical I		Nurse, Clinical II 9139		Nurse, Clinical III		Step	Years of Experience	Nurse Practitioner II		Nurse Practitioner III		Nurse, Per Diem	Nurse Practitioner - Per Diem
		9140				9138				9147		9146			
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly	Hourly	Monthly	Hourly	Hourly
	< 6 mos	\$34.19	\$5,949.54												
1	6 mos			\$41.81	\$7,275.69	\$45.88	\$7,983.10	1	6 mos	\$51.18	\$8,906.17	\$53.76	\$9,353.59	\$58.29	\$85.44
2	1.5 yrs			\$42.66	\$7,422.81	\$46.77	\$8,138.29	2	1.5 yrs	\$52.19	\$9,081.51	\$54.85	\$9,543.04		
3	2.5 yrs			\$43.49	\$7,567.92	\$47.73	\$8,305.57	3	2.5 yrs	\$53.28	\$9,270.96	\$55.96	\$9,736.52		
4	3.5 yrs			\$44.37	\$7,721.10	\$48.65	\$8,464.79	4	3.5 yrs	\$54.32	\$9,452.35	\$57.06	\$9,927.99		
5	4.5 yrs			\$45.28	\$7,878.30	\$49.63	\$8,636.10	5	4.5 yrs	\$55.41	\$9,641.80	\$58.18	\$10,123.48		
6	5.5 yrs			\$46.18	\$8,035.50	\$50.63	\$8,809.43	6	5.5 yrs	\$56.52	\$9,835.28	\$59.35	\$10,327.04		
7	6.5 yrs			\$47.10	\$8,194.72	\$51.64	\$8,984.77	7	6.5 yrs	\$57.68	\$10,036.82	\$60.53	\$10,532.61		
8	7.5 yrs			\$48.07	\$8,364.02	\$52.70	\$9,170.19	8	7.5 yrs	\$58.81	\$10,232.32	\$61.75	\$10,744.23		
9	8.5 yrs			\$49.00	\$8,525.25	\$53.74	\$9,351.58	9	8.5 yrs	\$60.02	\$10,443.94	\$62.99	\$10,959.88		
10	10.5 yrs			\$49.98	\$8,696.56	\$54.85	\$9,543.04	10	9.5 yrs	\$61.17	\$10,643.46	\$64.25	\$11,179.57		
11	12.5 yrs			\$51.00	\$8,873.92	\$55.92	\$9,730.48	11	10.5 yrs	\$62.41	\$10,859.11	\$65.51	\$11,399.25		
12	15.5 yrs			\$52.00	\$9,047.25	\$57.05	\$9,925.97	12	12.5 yrs	\$63.65	\$11,074.76	\$66.81	\$11,624.98		
13	18.5 yrs			\$53.06	\$9,232.67	\$58.16	\$10,119.45	13	14.5 yrs	\$64.93	\$11,298.48	\$68.17	\$11,860.78		
14	21.5 yrs			\$54.12	\$9,416.07	\$59.34	\$10,325.03	14	16.5 yrs	\$66.23	\$11,524.20	\$69.53	\$12,098.60		
15	25 yrs			\$55.20	\$9,605.52	\$60.52	\$10,530.60	15	18.5 yrs	\$67.53	\$11,749.93	\$70.91	\$12,338.44		
16	≥28 yrs			\$56.29	\$9,794.97	\$61.74	\$10,742.22	16	21.5 yrs	\$68.90	\$11,987.75	\$72.34	\$12,586.33		
								17	25 yrs	\$70.27	\$12,227.59	\$73.79	\$12,840.28		
								18	≥28 yrs	\$71.66	\$12,469.44	\$75.28	\$13,098.25		
Shift Differential, On-Call and Charge Nurse Differential															
		Hourly		Hourly		Hourly				Hourly		Hourly		Hourly	Hourly
Eve		-		-		-				-		-		-	-
Night		-		-		-				-		-		-	-
Weekend		-		-		-				-		-		-	-
On-Call		-		-		-				-		-		-	-
Charge Nurse		-		-		-				-		-		-	-

UC RIVERSIDE																	
Effective January 2024																	
Step	Years of Experience	Nurse, Clinical I		Nurse, Clinical II 9139		Nurse, Clinical III		Step	Years of Experience	Nurse Practitioner II		Nurse Practitioner III		Nurse, Per Diem	Nurse Practitioner - Per Diem		
		9140				9138				9147		9146					
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly	Hourly	Monthly	Hourly	Hourly		
	< 6 mos	\$35.90	\$6,247.01														
1	6 mos			\$43.91	\$7,639.47	\$48.17	\$8,382.26	1	6 mos	\$53.74	\$9,351.47	\$56.44	\$9,821.27	\$61.20	\$89.71		
2	1.5 yrs			\$44.79	\$7,793.95	\$49.11	\$8,545.20	2	1.5 yrs	\$54.80	\$9,535.58	\$57.59	\$10,020.19				
3	2.5 yrs			\$45.67	\$7,946.32	\$50.12	\$8,720.85	3	2.5 yrs	\$55.95	\$9,734.51	\$58.75	\$10,223.35				
4	3.5 yrs			\$46.59	\$8,107.15	\$51.08	\$8,888.03	4	3.5 yrs	\$57.04	\$9,924.96	\$59.91	\$10,424.39				
5	4.5 yrs			\$47.54	\$8,272.21	\$52.11	\$9,067.90	5	4.5 yrs	\$58.18	\$10,123.89	\$61.09	\$10,629.66				
6	5.5 yrs			\$48.49	\$8,437.28	\$53.16	\$9,249.90	6	5.5 yrs	\$59.35	\$10,327.04	\$62.32	\$10,843.39				
7	6.5 yrs			\$49.45	\$8,604.46	\$54.22	\$9,434.01	7	6.5 yrs	\$60.57	\$10,538.66	\$63.56	\$11,059.25				
8	7.5 yrs			\$50.47	\$8,782.22	\$55.34	\$9,628.70	8	7.5 yrs	\$61.75	\$10,743.93	\$64.84	\$11,281.45				
9	8.5 yrs			\$51.45	\$8,951.51	\$56.43	\$9,819.15	9	8.5 yrs	\$63.02	\$10,966.13	\$66.14	\$11,507.88				
10	10.5 yrs			\$52.48	\$9,131.39	\$57.59	\$10,020.19	10	9.5 yrs	\$64.23	\$11,175.64	\$67.46	\$11,738.54				
11	12.5 yrs			\$53.55	\$9,317.62	\$58.72	\$10,217.00	11	10.5 yrs	\$65.53	\$11,402.07	\$68.79	\$11,969.21				
12	15.5 yrs			\$54.60	\$9,499.61	\$59.90	\$10,422.27	12	12.5 yrs	\$66.83	\$11,628.50	\$70.15	\$12,206.22				
13	18.5 yrs			\$55.71	\$9,694.30	\$61.07	\$10,625.42	13	14.5 yrs	\$68.18	\$11,863.40	\$71.57	\$12,453.82				
14	21.5 yrs			\$56.82	\$9,886.87	\$62.31	\$10,841.28	14	16.5 yrs	\$69.54	\$12,100.41	\$73.01	\$12,703.53				
15	25 yrs			\$57.96	\$10,085.79	\$63.55	\$11,057.13	15	18.5 yrs	\$70.90	\$12,337.43	\$74.46	\$12,955.36				
16	≥28 yrs			\$59.11	\$10,284.72	\$64.82	\$11,279.33	16	21.5 yrs	\$72.34	\$12,587.14	\$75.95	\$13,215.65				
								17	25 yrs	\$73.79	\$12,838.97	\$77.48	\$13,482.29				
								18	≥28 yrs	\$75.25	\$13,092.91	\$79.04	\$13,753.16				
Shift Differential, On-Call and Charge Nurse Differential																	
		Hourly		Hourly		Hourly				Hourly		Hourly		Hourly	Hourly		
Eve		-		-		-				-		-		-	-		
Night		-		-		-				-		-		-	-		
Weekend		-		-		-				-		-		-	-		
On-Call		-		-		-				-		-		-	-		
Charge Nurse		-		-		-				-		-		-	-		

UC RIVERSIDE														
Effective January 2025														
Step	Years of Experience	Nurse, Clinical I		Nurse, Clinical II 9139		Nurse, Clinical III		Step	Years of Experience	Nurse Practitioner II		Nurse Practitioner III		Nurse, Per Diem
		9140				9138				9147		9146		
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly	Hourly	Monthly	Hourly
	< 6 mos	\$37.70	\$6,559.36											
1	6 mos			\$46.10	\$8,021.44	\$50.58	\$8,801.37	1	6 mos	\$56.43	\$9,819.05	\$59.27	\$10,312.33	\$64.26
2	1.5 yrs			\$47.03	\$8,183.65	\$51.57	\$8,972.46	2	1.5 yrs	\$57.54	\$10,012.36	\$60.47	\$10,521.20	
3	2.5 yrs			\$47.95	\$8,343.64	\$52.63	\$9,156.89	3	2.5 yrs	\$58.74	\$10,221.23	\$61.69	\$10,734.51	
4	3.5 yrs			\$48.92	\$8,512.51	\$53.63	\$9,332.43	4	3.5 yrs	\$59.89	\$10,421.21	\$62.91	\$10,945.61	
5	4.5 yrs			\$49.92	\$8,685.82	\$54.72	\$9,521.30	5	4.5 yrs	\$61.09	\$10,630.08	\$64.14	\$11,161.14	
6	5.5 yrs			\$50.91	\$8,859.14	\$55.82	\$9,712.39	6	5.5 yrs	\$62.32	\$10,843.39	\$65.43	\$11,385.56	
7	6.5 yrs			\$51.92	\$9,034.68	\$56.93	\$9,905.71	7	6.5 yrs	\$63.60	\$11,065.59	\$66.74	\$11,612.21	
8	7.5 yrs			\$53.00	\$9,221.33	\$58.10	\$10,110.13	8	7.5 yrs	\$64.83	\$11,281.13	\$68.08	\$11,845.52	
9	8.5 yrs			\$54.02	\$9,399.09	\$59.25	\$10,310.11	9	8.5 yrs	\$66.17	\$11,514.44	\$69.44	\$12,083.27	
10	10.5 yrs			\$55.10	\$9,587.96	\$60.47	\$10,521.20	10	9.5 yrs	\$67.44	\$11,734.42	\$70.84	\$12,325.47	
11	12.5 yrs			\$56.23	\$9,783.50	\$61.65	\$10,727.85	11	10.5 yrs	\$68.81	\$11,972.17	\$72.23	\$12,567.67	
12	15.5 yrs			\$57.33	\$9,974.59	\$62.89	\$10,943.38	12	12.5 yrs	\$70.17	\$12,209.93	\$73.66	\$12,816.54	
13	18.5 yrs			\$58.50	\$10,179.01	\$64.12	\$11,156.70	13	14.5 yrs	\$71.59	\$12,456.57	\$75.15	\$13,076.51	
14	21.5 yrs			\$59.66	\$10,381.22	\$65.42	\$11,383.34	14	16.5 yrs	\$73.02	\$12,705.43	\$76.66	\$13,338.71	
15	25 yrs			\$60.86	\$10,590.08	\$66.72	\$11,609.99	15	18.5 yrs	\$74.45	\$12,954.30	\$78.18	\$13,603.13	
16	≥28 yrs			\$62.06	\$10,798.95	\$68.06	\$11,843.30	16	21.5 yrs	\$75.96	\$13,216.50	\$79.75	\$13,876.43	
								17	25 yrs	\$77.48	\$13,480.92	\$81.36	\$14,156.41	
								18	≥28 yrs	\$79.01	\$13,747.56	\$82.99	\$14,440.82	
Shift Differential, On-Call and Charge Nurse Differential														
		Hourly		Hourly		Hourly				Hourly		Hourly		Hourly
Eve		-		-		-				-		-		-
Night		-		-		-				-		-		-
Weekend		-		-		-				-		-		-
On-Call		-		-		-				-		-		-
Charge Nurse		-		-		-				-		-		-

UC SANTA BARBARA																				
Effective January 2022																				
Clinical Nurses										Nurse Practitioners										
Step	Years of Experience	Nurse, Clinical I		Nurse, Clinical II		Nurse, Clinical III		Nurse, Clinical IV		Step	Years of Experience	Nurse Practitioner I		Nurse Practitioner II		Nurse Practitioner III		Nurse Practitioner - Per Diem		
		9140		9139		9138		9137				9148		9147		9146		9160		
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly		
1	0 < 1	\$37.48	\$6,521.52	\$41.23	\$7,174.02	\$45.17	\$7,859.58	\$51.80	\$9,013.20	1	0 < 1	\$53.26	\$9,267.24	\$58.58	\$10,192.92	\$64.44	\$11,212.56	\$83.35		
2	1 < 2			\$42.11	\$7,327.14	\$46.06	\$8,014.44	\$52.84	\$9,194.16	2	1 < 2	\$54.36	\$9,458.64	\$59.74	\$10,394.76	\$65.72	\$11,435.28			
3	2 < 3			\$42.93	\$7,469.82	\$46.99	\$8,176.26	\$53.91	\$9,380.34	3	2 < 3	\$55.46	\$9,650.04	\$60.93	\$10,601.82	\$67.04	\$11,664.96			
4	3 < 4			\$43.82	\$7,624.68	\$47.96	\$8,345.04	\$55.03	\$9,575.22	4	3 < 4	\$56.58	\$9,844.92	\$62.16	\$10,815.84	\$68.38	\$11,898.12			
5	4 < 5			\$44.71	\$7,779.54	\$48.95	\$8,517.30	\$56.17	\$9,773.58	5	4 < 5	\$57.72	\$10,043.28	\$63.40	\$11,031.60	\$69.74	\$12,134.76			
6	5 < 6			\$45.61	\$7,936.14	\$49.93	\$8,687.82	\$57.28	\$9,966.72	6	5 < 6	\$58.92	\$10,252.08	\$64.67	\$11,252.58	\$71.14	\$12,378.36			
7	6 < 7			\$46.58	\$8,104.92	\$50.94	\$8,863.56	\$58.47	\$10,173.78	7	6 < 7	\$60.13	\$10,462.62	\$65.97	\$11,478.78	\$72.56	\$12,625.44			
8	7 < 8			\$47.49	\$8,263.26	\$51.99	\$9,046.26	\$59.68	\$10,384.32	8	7 < 8	\$61.32	\$10,669.68	\$67.28	\$11,706.72	\$74.02	\$12,879.48			
9	8 < 9			\$48.46	\$8,432.04	\$53.09	\$9,237.66	\$60.85	\$10,587.90	9	8 < 9	\$62.59	\$10,890.66	\$68.62	\$11,939.88	\$75.49	\$13,135.26			
10	9 < 10			\$49.47	\$8,607.78	\$54.14	\$9,420.36	\$62.13	\$10,810.62	10	9 < 11	\$63.85	\$11,109.90	\$70.00	\$12,180.00	\$77.00	\$13,398.00			
11	10 < 11			\$50.47	\$8,781.78	\$55.25	\$9,613.50	\$63.36	\$11,024.64	11	11 < 15	\$65.15	\$11,336.10	\$71.40	\$12,423.60	\$78.55	\$13,667.70			
12	11 < 12			\$51.48	\$8,957.52	\$56.36	\$9,806.64	\$64.66	\$11,250.84	12	15 < 20	\$66.51	\$11,572.74	\$72.83	\$12,672.42	\$80.12	\$13,940.88			
13	12 < 13			\$52.54	\$9,141.96	\$57.52	\$10,008.48	\$65.99	\$11,482.26	13	20 < 25	\$67.84	\$11,804.16	\$74.28	\$12,924.72	\$81.72	\$14,219.28			
14	13 < 14			\$53.61	\$9,328.14	\$58.71	\$10,215.54	\$67.34	\$11,717.16	14	25+	\$69.24	\$12,047.76	\$75.77	\$13,183.98	\$83.36	\$14,504.64			
15	14 < 15			\$54.68	\$9,514.32	\$59.87	\$10,417.38	\$68.69	\$11,952.06											
16	15 < 16			\$55.77	\$9,703.98	\$61.09	\$10,629.66	\$70.06	\$12,190.44											
17	16 < 17			\$56.89	\$9,898.86	\$62.30	\$10,840.20	\$71.46	\$12,434.04											
18	17 < 18			\$58.02	\$10,095.48	\$63.55	\$11,057.70	\$72.89	\$12,682.86											
19	18 < 19			\$59.17	\$10,295.58	\$64.82	\$11,278.68	\$74.35	\$12,936.90											
20	19 < 20	\$60.37	\$10,504.38	\$66.13	\$11,506.62	\$75.83	\$13,194.42													
21	20 < 21	\$61.56	\$10,711.44	\$67.44	\$11,734.56	\$77.35	\$13,458.90													
Shift Differential, On-Call and Charge Nurse Differential																				
		Hourly		Hourly		Hourly		Hourly				Hourly		Hourly		Hourly		Hourly		
Eve		-		-		-		-				-		-		-		-		
Night		-		-		-		-				-		-		-		-		
Weekend		-		-		-		-				-		-		-		-		
On-Call		-		-		-		-				-		-		-		-		
Charge Nurse		-		-		-		-				-		-		-		-		

UC SANTA BARBARA																					
Effective January 2023																					
Clinical Nurses										Nurse Practitioners											
Step	Years of Experience	Nurse, Clinical I		Nurse, Clinical II		Nurse, Clinical III		Nurse, Clinical IV		Step	Years of Experience	Nurse Practitioner I		Nurse Practitioner II		Nurse Practitioner III		Nurse Practitioner - Per Diem			
		9140		9139		9138		9137				9148		9147		9146		9160			
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly			
1	0 < 1	\$39.73	\$6,913.02	\$43.70	\$7,603.80	\$47.88	\$8,331.12	\$54.91	\$9,554.34	1	0 < 1	\$56.46	\$9,824.04	\$62.09	\$10,803.66	\$68.31	\$11,885.94	\$88.35			
2	1 < 2			\$44.64	\$7,767.36	\$48.82	\$8,494.68	\$56.01	\$9,745.74	2	1 < 2	\$57.62	\$10,025.88	\$63.32	\$11,017.68	\$69.66	\$12,120.84				
3	2 < 3			\$45.51	\$7,918.74	\$49.81	\$8,666.94	\$57.14	\$9,942.36	3	2 < 3	\$58.79	\$10,229.46	\$64.59	\$11,238.66	\$71.06	\$12,364.44				
4	3 < 4			\$46.45	\$8,082.30	\$50.84	\$8,846.16	\$58.33	\$10,149.42	4	3 < 4	\$59.97	\$10,434.78	\$65.89	\$11,464.86	\$72.48	\$12,611.52				
5	4 < 5			\$47.39	\$8,245.86	\$51.89	\$9,028.86	\$59.54	\$10,359.96	5	4 < 5	\$61.18	\$10,645.32	\$67.20	\$11,692.80	\$73.92	\$12,862.08				
6	5 < 6			\$48.35	\$8,412.90	\$52.93	\$9,209.82	\$60.72	\$10,565.28	6	5 < 6	\$62.46	\$10,868.04	\$68.55	\$11,927.70	\$75.41	\$13,121.34				
7	6 < 7			\$49.37	\$8,590.38	\$54.00	\$9,396.00	\$61.98	\$10,784.52	7	6 < 7	\$63.74	\$11,090.76	\$69.93	\$12,167.82	\$76.91	\$13,382.34				
8	7 < 8			\$50.34	\$8,759.16	\$55.11	\$9,589.14	\$63.26	\$11,007.24	8	7 < 8	\$65.00	\$11,310.00	\$71.32	\$12,409.68	\$78.46	\$13,652.04				
9	8 < 9			\$51.37	\$8,938.38	\$56.28	\$9,792.72	\$64.50	\$11,223.00	9	8 < 9	\$66.35	\$11,544.90	\$72.74	\$12,656.76	\$80.02	\$13,923.48				
10	9 < 10			\$52.44	\$9,124.56	\$57.39	\$9,985.86	\$65.86	\$11,459.64	10	9 < 11	\$67.68	\$11,776.32	\$74.20	\$12,910.80	\$81.62	\$14,201.88				
11	10 < 11			\$53.50	\$9,309.00	\$58.57	\$10,191.18	\$67.16	\$11,685.84	11	11 < 15	\$69.06	\$12,016.44	\$75.68	\$13,168.32	\$83.26	\$14,487.24				
12	11 < 12			\$54.57	\$9,495.18	\$59.74	\$10,394.76	\$68.54	\$11,925.96	12	15 < 20	\$70.50	\$12,267.00	\$77.20	\$13,432.80	\$84.93	\$14,777.82				
13	12 < 13			\$55.69	\$9,690.06	\$60.97	\$10,608.78	\$69.95	\$12,171.30	13	20 < 25	\$71.91	\$12,512.34	\$78.74	\$13,700.76	\$86.62	\$15,071.88				
14	13 < 14			\$56.83	\$9,888.42	\$62.23	\$10,828.02	\$71.38	\$12,420.12	14	25+	\$73.39	\$12,769.86	\$80.32	\$13,975.68	\$88.36	\$15,374.64				
15	14 < 15					\$57.96	\$10,085.04	\$63.46	\$11,042.04	\$72.81	\$12,668.94										
16	15 < 16					\$59.12	\$10,286.88	\$64.76	\$11,268.24	\$74.26	\$12,921.24										
17	16 < 17					\$60.30	\$10,492.20	\$66.04	\$11,490.96	\$75.75	\$13,180.50										
18	17 < 18					\$61.50	\$10,701.00	\$67.36	\$11,720.64	\$77.26	\$13,443.24										
19	18 < 19					\$62.72	\$10,913.28	\$68.71	\$11,955.54	\$78.81	\$13,712.94										
20	19 < 20	\$63.99	\$11,134.26			\$70.10	\$12,197.40	\$80.38	\$13,986.12												
21	20 < 21	\$65.25	\$11,353.50			\$71.49	\$12,439.26	\$81.99	\$14,266.26												
Shift Differential, On-Call and Charge Nurse Differential																					
		Hourly		Hourly		Hourly		Hourly				Hourly		Hourly		Hourly		Hourly			
Eve		-		-		-		-				-		-		-		-			
Night		-		-		-		-				-		-		-		-			
Weekend		-		-		-		-				-		-		-		-			
On-Call		-		-		-		-				-		-		-		-			
Charge Nurse		-		-		-		-				-		-		-		-			

UC SANTA BARBARA																		
Effective January 2024																		
Clinical Nurses										Nurse Practitioners								
Step	Years of Experience	Nurse, Clinical I		Nurse, Clinical II		Nurse, Clinical III		Nurse, Clinical IV		Step	Years of Experience	Nurse Practitioner I		Nurse Practitioner II		Nurse Practitioner III		Nurse Practitioner - Per Diem
		9140		9139		9138		9137				9148		9147		9146		9160
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
1	0 < 1	\$41.72	\$7,258.67	\$45.89	\$7,984.86	\$50.27	\$8,746.98	\$57.66	\$10,032.84	1	0 < 1	\$59.28	\$10,314.72	\$65.19	\$11,343.06	\$71.73	\$12,481.02	\$92.77
2	1 < 2			\$46.87	\$8,155.38	\$51.26	\$8,919.24	\$58.81	\$10,232.94	2	1 < 2	\$60.50	\$10,527.00	\$66.49	\$11,569.26	\$73.14	\$12,726.36	
3	2 < 3			\$47.79	\$8,315.46	\$52.30	\$9,100.20	\$60.00	\$10,440.00	3	2 < 3	\$61.73	\$10,741.02	\$67.82	\$11,800.68	\$74.61	\$12,982.14	
4	3 < 4			\$48.77	\$8,485.98	\$53.38	\$9,288.12	\$61.25	\$10,657.50	4	3 < 4	\$62.97	\$10,956.78	\$69.18	\$12,037.32	\$76.10	\$13,241.40	
5	4 < 5			\$49.76	\$8,658.24	\$54.48	\$9,479.52	\$62.52	\$10,878.48	5	4 < 5	\$64.24	\$11,177.76	\$70.56	\$12,277.44	\$77.62	\$13,505.88	
6	5 < 6			\$50.77	\$8,833.98	\$55.58	\$9,670.92	\$63.76	\$11,094.24	6	5 < 6	\$65.58	\$11,410.92	\$71.98	\$12,524.52	\$79.18	\$13,777.32	
7	6 < 7			\$51.84	\$9,020.16	\$56.70	\$9,865.80	\$65.08	\$11,323.92	7	6 < 7	\$66.93	\$11,645.82	\$73.43	\$12,776.82	\$80.76	\$14,052.24	
8	7 < 8			\$52.86	\$9,197.64	\$57.87	\$10,069.38	\$66.42	\$11,557.08	8	7 < 8	\$68.25	\$11,875.50	\$74.89	\$13,030.86	\$82.38	\$14,334.12	
9	8 < 9			\$53.94	\$9,385.56	\$59.09	\$10,281.66	\$67.73	\$11,785.02	9	8 < 9	\$69.67	\$12,122.58	\$76.38	\$13,290.12	\$84.02	\$14,619.48	
10	9 < 10			\$55.06	\$9,580.44	\$60.26	\$10,485.24	\$69.15	\$12,032.10	10	9 < 11	\$71.06	\$12,364.44	\$77.91	\$13,556.34	\$85.70	\$14,911.80	
11	10 < 11			\$56.18	\$9,775.32	\$61.50	\$10,701.00	\$70.52	\$12,270.48	11	11 < 15	\$72.51	\$12,616.74	\$79.46	\$13,826.04	\$87.42	\$15,211.08	
12	11 < 12			\$57.30	\$9,970.20	\$62.73	\$10,915.02	\$71.97	\$12,522.78	12	15 < 20	\$74.03	\$12,881.22	\$81.06	\$14,104.44	\$89.18	\$15,517.32	
13	12 < 13			\$58.47	\$10,173.78	\$64.02	\$11,139.48	\$73.45	\$12,780.30	13	20 < 25	\$75.51	\$13,138.74	\$82.68	\$14,386.32	\$90.95	\$15,825.30	
14	13 < 14			\$59.67	\$10,382.58	\$65.34	\$11,369.16	\$74.95	\$13,041.30	14	25+	\$77.06	\$13,408.44	\$84.34	\$14,675.16	\$92.78	\$16,143.72	
15	14 < 15			\$60.86	\$10,589.64	\$66.63	\$11,593.62	\$76.45	\$13,302.30									
16	15 < 16	\$62.08	\$10,801.92	\$68.00	\$11,832.00	\$77.97	\$13,566.78											
17	16 < 17	\$63.32	\$11,017.68	\$69.34	\$12,065.16	\$79.54	\$13,839.96											
18	17 < 18	\$64.58	\$11,236.92	\$70.73	\$12,307.02	\$81.12	\$14,114.88											
19	18 < 19	\$65.86	\$11,459.64	\$72.15	\$12,554.10	\$82.75	\$14,398.50											
20	19 < 20	\$67.19	\$11,691.06	\$73.61	\$12,808.14	\$84.40	\$14,685.60											
21	20 < 21	\$68.51	\$11,920.74	\$75.06	\$13,060.44	\$86.09	\$14,979.66											
Shift Differential, On-Call and Charge Nurse Differential																		
		Hourly		Hourly		Hourly		Hourly				Hourly		Hourly		Hourly		Hourly
	Eve	-		-		-		-				-		-		-		-
	Night	-		-		-		-				-		-		-		-
	Weekend	-		-		-		-				-		-		-		-
	On-Call	-		-		-		-				-		-		-		-
	Charge Nurse	-		-		-		-				-		-		-		-

UC SANTA BARBARA																				
Effective January 2025																				
Clinical Nurses										Nurse Practitioners										
Step	Years of Experience	Nurse, Clinical I		Nurse, Clinical II		Nurse, Clinical III		Nurse, Clinical IV		Step	Years of Experience	Nurse Practitioner I		Nurse Practitioner II		Nurse Practitioner III		Nurse Practitioner - Per Diem		
		9140		9139		9138		9137				9148		9147		9146		9160		
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly					Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
1	0 < 1	\$43.80	\$7,621.20	\$48.18	\$8,383.32	\$52.78	\$9,183.72	\$60.54	\$10,533.96	1	0 < 1	\$62.24	\$10,829.76	\$68.45	\$11,910.30	\$75.32	\$13,105.68	\$97.41		
2	1 < 2			\$49.21	\$8,562.54	\$53.82	\$9,364.68	\$61.75	\$10,744.50	2	1 < 2	\$63.53	\$11,054.22	\$69.81	\$12,146.94	\$76.80	\$13,363.20			
3	2 < 3			\$50.18	\$8,731.32	\$54.92	\$9,556.08	\$63.00	\$10,962.00	3	2 < 3	\$64.82	\$11,278.68	\$71.21	\$12,390.54	\$78.34	\$13,631.16			
4	3 < 4			\$51.21	\$8,910.54	\$56.05	\$9,752.70	\$64.31	\$11,189.94	4	3 < 4	\$66.12	\$11,504.88	\$72.64	\$12,639.36	\$79.91	\$13,904.34			
5	4 < 5			\$52.25	\$9,091.50	\$57.20	\$9,952.80	\$65.65	\$11,423.10	5	4 < 5	\$67.45	\$11,736.30	\$74.09	\$12,891.66	\$81.50	\$14,181.00			
6	5 < 6			\$53.31	\$9,275.94	\$58.36	\$10,154.64	\$66.95	\$11,649.30	6	5 < 6	\$68.86	\$11,981.64	\$75.58	\$13,150.92	\$83.14	\$14,466.36			
7	6 < 7			\$54.43	\$9,470.82	\$59.54	\$10,359.96	\$68.33	\$11,889.42	7	6 < 7	\$70.28	\$12,228.72	\$77.10	\$13,415.40	\$84.80	\$14,755.20			
8	7 < 8			\$55.50	\$9,657.00	\$60.76	\$10,572.24	\$69.74	\$12,134.76	8	7 < 8	\$71.66	\$12,468.84	\$78.63	\$13,681.62	\$86.50	\$15,051.00			
9	8 < 9			\$56.64	\$9,855.36	\$62.04	\$10,794.96	\$71.12	\$12,374.88	9	8 < 9	\$73.15	\$12,728.10	\$80.20	\$13,954.80	\$88.22	\$15,350.28			
10	9 < 10			\$57.81	\$10,058.94	\$63.27	\$11,008.98	\$72.61	\$12,634.14	10	9 < 11	\$74.61	\$12,982.14	\$81.81	\$14,234.94	\$89.99	\$15,658.26			
11	10 < 11			\$58.99	\$10,264.26	\$64.58	\$11,236.92	\$74.05	\$12,884.70	11	11 < 15	\$76.14	\$13,248.36	\$83.43	\$14,516.82	\$91.79	\$15,971.46			
12	11 < 12			\$60.17	\$10,469.58	\$65.87	\$11,461.38	\$75.57	\$13,149.18	12	15 < 20	\$77.73	\$13,525.02	\$85.11	\$14,809.14	\$93.64	\$16,293.36			
13	12 < 13			\$61.39	\$10,681.86	\$67.22	\$11,696.28	\$77.12	\$13,418.88	13	20 < 25	\$79.29	\$13,796.46	\$86.81	\$15,104.94	\$95.50	\$16,617.00			
14	13 < 14			\$62.65	\$10,901.10	\$68.61	\$11,938.14	\$78.70	\$13,693.80	14	25+	\$80.91	\$14,078.34	\$88.56	\$15,409.44	\$97.42	\$16,951.08			
15	14 < 15			\$63.90	\$11,118.60	\$69.96	\$12,173.04	\$80.27	\$13,966.98											
16	15 < 16			\$65.18	\$11,341.32	\$71.40	\$12,423.60	\$81.87	\$14,245.38											
17	16 < 17			\$66.49	\$11,569.26	\$72.81	\$12,668.94	\$83.52	\$14,532.48											
18	17 < 18			\$67.81	\$11,798.94	\$74.27	\$12,922.98	\$85.18	\$14,821.32											
19	18 < 19			\$69.15	\$12,032.10	\$75.76	\$13,182.24	\$86.89	\$15,118.86											
20	19 < 20	\$70.55	\$12,275.70	\$77.29	\$13,448.46	\$88.62	\$15,419.88													
21	20 < 21	\$71.94	\$12,517.56	\$78.81	\$13,712.94	\$90.39	\$15,727.86													
Shift Differential, On-Call and Charge Nurse Differential																				
		Hourly		Hourly		Hourly		Hourly				Hourly		Hourly		Hourly		Hourly		
Eve		-		-		-		-				-		-		-		-		
Night		-		-		-		-				-		-		-		-		
Weekend		-		-		-		-				-		-		-		-		
On-Call		-		-		-		-				-		-		-		-		
Charge Nurse		-		-		-		-				-		-		-		-		

UC SANTA CRUZ																
Effective January 2022																
	Years of Experience	Nurse, Clinical I		Nurse, Clinical II		Nurse, Clinical III		Nurse, Clinical IV		Nurse Practitioner II		Nurse Practitioner III		Description	Nurse, Per Diem	Nurse Practitioner - Per Diem
		9140		9139		9138		9137		9147		9146			9119	9160
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly		Hourly	Hourly
	< 6 mos	\$40.08	\$6,974.13													
1	1 year			\$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
2	2 years			\$44.61	\$7,761.29	\$48.98	\$8,521.83	\$56.19	\$9,776.72	\$55.67	\$9,687.35	\$61.20	\$10,649.43	Weekend	\$63.23	\$78.32
3	3 years			\$45.51	\$7,919.10	\$49.96	\$8,692.95	\$57.31	\$9,972.55	\$56.75	\$9,873.68	\$62.43	\$10,862.38			
4	4 years			\$46.42	\$8,076.91	\$50.96	\$8,867.87	\$58.46	\$10,172.20	\$57.88	\$10,071.42	\$63.70	\$11,082.94			
5	5 years			\$47.35	\$8,238.53	\$51.98	\$9,044.70	\$59.60	\$10,369.94	\$59.04	\$10,272.97	\$64.97	\$11,305.40			
6	6 years			\$48.29	\$8,402.04	\$53.03	\$9,227.23	\$60.82	\$10,582.89	\$60.25	\$10,484.02	\$66.28	\$11,533.56			
7	7 years			\$49.26	\$8,571.26	\$54.08	\$9,409.76	\$62.01	\$10,790.13	\$61.49	\$10,698.87	\$67.61	\$11,763.62			
8	8 years			\$50.25	\$8,744.29	\$55.15	\$9,596.09	\$63.28	\$11,010.69	\$62.68	\$10,906.11	\$68.95	\$11,997.49			
9	9 years			\$51.27	\$8,921.11	\$56.25	\$9,788.12	\$64.51	\$11,225.54	\$63.95	\$11,126.67	\$70.35	\$12,240.86			
10	10 years			\$52.29	\$9,097.94	\$57.39	\$9,985.86	\$65.81	\$11,451.80	\$65.20	\$11,345.33	\$71.72	\$12,478.53			
11	11 years			\$53.34	\$9,280.46	\$58.54	\$10,185.51	\$67.14	\$11,681.86	\$66.53	\$11,575.39	\$73.19	\$12,735.21			
12	15 years			\$54.40	\$9,464.90	\$59.71	\$10,388.95	\$68.48	\$11,915.73	\$67.86	\$11,807.35	\$74.66	\$12,989.99			
13	≥ 20 years	\$55.48	\$9,653.13	\$60.89	\$10,594.29	\$69.84	\$12,151.50	\$69.19	\$12,039.32	\$76.13	\$13,246.67					
Shift Differential, On-Call and Charge Nurse Differential																
		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly			Hourly	Hourly
	Eve	-		-		-		-		-		-			-	-
	Night	-		-		-		-		-		-			-	-
	Weekend	\$1.30		\$1.30		\$1.30		\$1.30		\$1.30		\$1.30			-	-
	On-Call	-		-		-		-		-		-			-	-
	Charge Nurse	-		-		-		-		-		-			-	-

UC SANTA CRUZ																
Effective January 2023																
	Years of Experience	Nurse, Clinical I		Nurse, Clinical II		Nurse, Clinical III		Nurse, Clinical IV		Nurse Practitioner II		Nurse Practitioner III		Description	Nurse, Per Diem	Nurse Practitioner - Per Diem
		9140		9139		9138		9137		9147		9146			9119	9160
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly		Hourly	Hourly
	< 6 mos	\$42.49	\$7,392.58													
1	1 year			\$46.39	\$8,071.78	\$50.92	\$8,859.81	\$58.40	\$10,161.78	\$57.82	\$10,061.00	\$63.65	\$11,074.76	Weekday	\$64.66	\$80.71
2	2 years			\$47.28	\$8,226.97	\$51.91	\$9,033.14	\$59.56	\$10,363.32	\$59.01	\$10,268.59	\$64.88	\$11,288.40	Weekend	\$67.02	\$83.01
3	3 years			\$48.24	\$8,394.25	\$52.96	\$9,214.53	\$60.75	\$10,570.91	\$60.15	\$10,466.11	\$66.17	\$11,514.13			
4	4 years			\$49.20	\$8,561.53	\$54.02	\$9,399.95	\$61.97	\$10,782.53	\$61.35	\$10,675.71	\$67.52	\$11,747.92			
5	5 years			\$50.19	\$8,732.84	\$55.10	\$9,587.38	\$63.17	\$10,992.13	\$62.58	\$10,889.34	\$68.87	\$11,983.72			
6	6 years			\$51.18	\$8,906.17	\$56.21	\$9,780.86	\$64.47	\$11,217.86	\$63.87	\$11,113.06	\$70.26	\$12,225.57			
7	7 years			\$52.22	\$9,085.54	\$57.32	\$9,974.34	\$65.73	\$11,437.54	\$65.18	\$11,340.80	\$71.66	\$12,469.44			
8	8 years			\$53.27	\$9,268.94	\$58.46	\$10,171.85	\$67.08	\$11,671.33	\$66.44	\$11,560.48	\$73.09	\$12,717.34			
9	9 years			\$54.35	\$9,456.38	\$59.63	\$10,375.41	\$68.39	\$11,899.07	\$67.78	\$11,794.27	\$74.57	\$12,975.31			
10	10 years			\$55.42	\$9,643.81	\$60.83	\$10,585.02	\$69.76	\$12,138.91	\$69.12	\$12,026.05	\$76.02	\$13,227.24			
11	11 years			\$56.54	\$9,837.29	\$62.05	\$10,796.64	\$71.17	\$12,382.78	\$70.52	\$12,269.91	\$77.58	\$13,499.32			
12	15 years			\$57.66	\$10,032.79	\$63.29	\$11,012.29	\$72.59	\$12,630.67	\$71.93	\$12,515.79	\$79.13	\$13,769.39			
13	≥ 20 years	\$58.81	\$10,232.32	\$64.54	\$11,229.95	\$74.03	\$12,880.59	\$73.34	\$12,761.68	\$80.70	\$14,041.47					
Shift Differential, On-Call and Charge Nurse Differential																
		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly			Hourly	Hourly
Eve		-		-		-		-		-		-			-	-
Night		-		-		-		-		-		-			-	-
Weekend		\$1.30		\$1.30		\$1.30		\$1.30		\$1.30		\$1.30			-	-
On-Call		-		-		-		-		-		-			-	-
Charge Nurse		-		-		-		-		-		-		-	-	

UC SANTA CRUZ																
Effective January 2024																
	Years of Experience	Nurse, Clinical I		Nurse, Clinical II		Nurse, Clinical III		Nurse, Clinical IV		Nurse Practitioner II		Nurse Practitioner III		Description	Nurse, Per Diem	Nurse Practitioner - Per Diem
		9140		9139		9138		9137		9147		9146			9119	9160
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly		Hourly	Hourly
	< 6 mos	\$44.61	\$7,762.21													
1	1 year			\$48.71	\$8,475.37	\$53.46	\$9,302.80	\$61.32	\$10,669.87	\$60.71	\$10,564.06	\$66.83	\$11,628.50	Weekday	\$67.89	\$84.75
2	2 years			\$49.65	\$8,638.32	\$54.51	\$9,484.79	\$62.54	\$10,881.48	\$61.97	\$10,782.02	\$68.12	\$11,852.82	Weekend	\$70.37	\$87.17
3	3 years			\$50.65	\$8,813.96	\$55.60	\$9,675.25	\$63.79	\$11,099.45	\$63.16	\$10,989.41	\$69.48	\$12,089.83			
4	4 years			\$51.66	\$8,989.60	\$56.72	\$9,869.94	\$65.07	\$11,321.65	\$64.42	\$11,209.50	\$70.89	\$12,335.31			
5	5 years			\$52.70	\$9,169.48	\$57.85	\$10,066.75	\$66.33	\$11,541.74	\$65.71	\$11,433.81	\$72.32	\$12,582.91			
6	6 years			\$53.74	\$9,351.47	\$59.02	\$10,269.90	\$67.69	\$11,778.75	\$67.06	\$11,668.71	\$73.78	\$12,836.85			
7	7 years			\$54.83	\$9,539.82	\$60.19	\$10,473.06	\$69.02	\$12,009.42	\$68.44	\$11,907.84	\$75.25	\$13,092.91			
8	8 years			\$55.93	\$9,732.39	\$61.38	\$10,680.45	\$70.43	\$12,254.90	\$69.76	\$12,138.51	\$76.74	\$13,353.20			
9	9 years			\$57.06	\$9,929.20	\$62.61	\$10,894.18	\$71.80	\$12,494.03	\$71.17	\$12,383.98	\$78.30	\$13,624.08			
10	10 years			\$58.20	\$10,126.00	\$63.88	\$11,114.27	\$73.25	\$12,745.85	\$72.57	\$12,627.35	\$79.82	\$13,888.60			
11	11 years			\$59.36	\$10,329.16	\$65.15	\$11,336.47	\$74.72	\$13,001.91	\$74.04	\$12,883.41	\$81.46	\$14,174.29			
12	15 years			\$60.54	\$10,534.43	\$66.45	\$11,562.90	\$76.22	\$13,262.21	\$75.53	\$13,141.58	\$83.09	\$14,457.86			
13	≥ 20 years	\$61.75	\$10,743.93	\$67.77	\$11,791.45	\$77.73	\$13,524.61	\$77.01	\$13,399.76	\$84.73	\$14,743.54					
Shift Differential, On-Call and Charge Nurse Differential																
		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly			Hourly	Hourly
Eve		-		-		-		-		-		-			-	-
Night		-		-		-		-		-		-			-	-
Weekend		\$1.30		\$1.30		\$1.30		\$1.30		\$1.30		\$1.30			-	-
On-Call		-		-		-		-		-		-			-	-
Charge Nurse		-		-		-		-		-		-			-	-

UC SANTA CRUZ																
Effective January 2025																
	Years of Experience	Nurse, Clinical I		Nurse, Clinical II		Nurse, Clinical III		Nurse, Clinical IV		Nurse Practitioner II		Nurse Practitioner III		Description	Nurse, Per Diem	Nurse Practitioner - Per Diem
		9140		9139		9138		9137		9147		9146			9119	9160
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly		Hourly	Hourly
	< 6 mos	\$46.84	\$8,150.32													
1	1 year			\$51.14	\$8,899.14	\$56.14	\$9,767.94	\$64.39	\$11,203.36	\$63.75	\$11,092.26	\$70.17	\$12,209.93	Weekday	\$71.28	\$88.98
2	2 years			\$52.13	\$9,070.23	\$57.24	\$9,959.03	\$65.66	\$11,425.56	\$65.06	\$11,321.12	\$71.53	\$12,445.46	Weekend	\$73.89	\$91.52
3	3 years			\$53.19	\$9,254.66	\$58.39	\$10,159.02	\$66.98	\$11,654.43	\$66.32	\$11,538.88	\$72.96	\$12,694.32			
4	4 years			\$54.25	\$9,439.08	\$59.56	\$10,363.44	\$68.32	\$11,887.74	\$67.64	\$11,769.97	\$74.44	\$12,952.08			
5	5 years			\$55.33	\$9,627.96	\$60.75	\$10,570.09	\$69.65	\$12,118.83	\$69.00	\$12,005.50	\$75.93	\$13,212.05			
6	6 years			\$56.43	\$9,819.05	\$61.97	\$10,783.40	\$71.08	\$12,367.69	\$70.41	\$12,252.15	\$77.46	\$13,478.69			
7	7 years			\$57.57	\$10,016.81	\$63.20	\$10,996.71	\$72.47	\$12,609.89	\$71.86	\$12,503.23	\$79.01	\$13,747.56			
8	8 years			\$58.73	\$10,219.01	\$64.45	\$11,214.47	\$73.95	\$12,867.64	\$73.25	\$12,745.43	\$80.58	\$14,020.86			
9	9 years			\$59.92	\$10,425.66	\$65.74	\$11,438.89	\$75.39	\$13,118.73	\$74.73	\$13,003.18	\$82.21	\$14,305.28			
10	10 years			\$61.11	\$10,632.30	\$67.07	\$11,669.98	\$76.91	\$13,383.15	\$76.20	\$13,258.71	\$83.81	\$14,583.03			
11	11 years			\$62.33	\$10,845.62	\$68.41	\$11,903.29	\$78.46	\$13,652.01	\$77.74	\$13,527.58	\$85.53	\$14,883.00			
12	15 years			\$63.57	\$11,061.15	\$69.78	\$12,141.05	\$80.03	\$13,925.32	\$79.30	\$13,798.66	\$87.25	\$15,180.75			
13	≥ 20 years	\$64.83	\$11,281.13	\$71.16	\$12,381.02	\$81.61	\$14,200.85	\$80.86	\$14,069.75	\$88.97	\$15,480.72					
Shift Differential, On-Call and Charge Nurse Differential																
		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly			Hourly	Hourly
Eve		-		-		-		-		-		-			-	-
Night		-		-		-		-		-		-			-	-
Weekend		\$1.30		\$1.30		\$1.30		\$1.30		\$1.30		\$1.30			-	-
On-Call		-		-		-		-		-		-			-	-
Charge Nurse		-		-		-		-		-		-			-	-

UC SAN DIEGO											
Effective January 2022											
Step	Years of Experience	Nurse, Clinical I		Nurse, Clinical II		Nurse, Clinical III		Nurse, Clinical IV		Nurse, Administrative I	
		9140		9139		9138		9137		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
Shift Differential, On-Call and Charge Nurse Differential											
		Hourly		Hourly		Hourly		Hourly		Hourly	
Eve		\$2.25		\$2.25		\$2.25		\$2.25		\$2.25	
Night		\$4.00		\$4.00		\$4.00		\$4.00		\$4.00	
Weekend		\$2.80		\$2.80		\$2.80		\$2.80		\$2.80	
On-Call		\$9.50		\$9.50		\$9.50		\$9.50		\$9.50	
Charge Nurse		-		\$2.50		\$2.50		-		-	

UC SAN DIEGO											
Effective January 2022											
Step	Years of Experience	Nurse Practitioner I		Nurse Practitioner II		Nurse Practitioner III		Nurse, Anesthetist		Nurse, Anesthetist, Sr. Nex	
		9148		9147		9146		9144		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 years & 10 years UC Service			\$89.83	\$15,631.04	\$97.58	\$16,980.67	\$127.76	\$22,231.34	\$134.22	\$23,354.42
17	20+ years & 15 years UC Service	\$91.66	\$15,949.74	\$99.54	\$17,318.56	\$130.34	\$22,678.65	\$136.91	\$23,822.86		
18	More than 25 yrs nsg & 20 yrs at UC	\$93.48	\$16,266.50	\$101.52	\$17,664.12	\$132.93	\$23,131.73	\$139.63	\$24,295.13		
Shift Differential, On-Call and Charge Nurse Differential											
		Hourly		Hourly		Hourly		Hourly		Hourly	
Eve		\$2.25		\$2.25		\$2.25		\$2.25		\$2.25	
Night		\$4.00		\$4.00		\$4.00		\$4.00		\$4.00	
Weekend		\$2.80		\$2.80		\$2.80		\$2.80		\$2.80	
On-Call		\$9.50		\$9.50		\$9.50		\$9.50		\$9.50	
Charge Nurse		-		-		-		-		-	

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

UC SAN DIEGO											
Effective January 2023											
Step	Years of Experience	Nurse, Clinical I		Nurse, Clinical II		Nurse, Clinical III		Nurse, Clinical IV		Nurse, Administrative I	
		9140		9139		9138		9137		9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	< 6 mos	\$54.91	\$9,554.34								
1	6 mos			\$55.98	\$9,740.52	\$59.12	\$10,286.88	\$63.58	\$11,062.92	\$58.73	\$10,219.02
2	1 year			\$57.14	\$9,942.36	\$60.28	\$10,488.72	\$64.84	\$11,282.16	\$59.89	\$10,420.86
3	2 years			\$58.26	\$10,137.24	\$61.51	\$10,702.74	\$66.15	\$11,510.10	\$61.07	\$10,626.18
4	3 years			\$59.43	\$10,340.82	\$62.76	\$10,920.24	\$67.46	\$11,738.04	\$62.32	\$10,843.68
5	4 years			\$60.65	\$10,553.10	\$64.02	\$11,139.48	\$68.82	\$11,974.68	\$63.55	\$11,057.70
6	5 years			\$61.84	\$10,760.16	\$65.32	\$11,365.68	\$70.18	\$12,211.32	\$64.82	\$11,278.68
7	6 years			\$63.07	\$10,974.18	\$66.60	\$11,588.40	\$71.59	\$12,456.66	\$66.12	\$11,504.88
8	7 years			\$64.36	\$11,198.64	\$67.93	\$11,819.82	\$73.02	\$12,705.48	\$67.44	\$11,734.56
9	8 years			\$65.66	\$11,424.84	\$69.28	\$12,054.72	\$74.48	\$12,959.52	\$68.79	\$11,969.46
10	9 years			\$66.94	\$11,647.56	\$70.67	\$12,296.58	\$75.99	\$13,222.26	\$70.15	\$12,206.10
11	10 years			\$68.27	\$11,878.98	\$72.10	\$12,545.40	\$77.50	\$13,485.00	\$71.57	\$12,453.18
12	11 years			\$69.62	\$12,113.88	\$73.54	\$12,795.96	\$79.03	\$13,751.22	\$72.99	\$12,700.26
13	12 years			\$71.07	\$12,366.18	\$74.97	\$13,044.78	\$80.60	\$14,024.40	\$74.45	\$12,954.30
14	13 years			\$72.46	\$12,608.04	\$76.52	\$13,314.48	\$82.23	\$14,308.02	\$75.96	\$13,217.04
15	14 years			\$73.92	\$12,862.08	\$78.05	\$13,580.70	\$83.90	\$14,598.60	\$77.49	\$13,483.26
16	15 < 20 years & 10 years UC Service			\$75.41	\$13,121.34	\$79.62	\$13,853.88	\$85.60	\$14,894.40	\$79.02	\$13,749.48
17	20+ years & 15 years UC Service			\$76.90	\$13,380.60	\$81.20	\$14,128.80	\$87.27	\$15,184.98	\$80.60	\$14,024.40
18	More than 25 yrs nsg & 20 yrs at UC			\$78.46	\$13,652.04	\$82.81	\$14,408.94	\$89.03	\$15,491.22	\$82.21	\$14,304.54
Shift Differential, On-Call and Charge Nurse Differential											
		Hourly		Hourly		Hourly		Hourly		Hourly	
Eve		\$3.25		\$3.25		\$3.25		\$3.25		\$3.25	
Night		\$5.00		\$5.00		\$5.00		\$5.00		\$5.00	
Weekend		\$3.80		\$3.80		\$3.80		\$3.80		\$3.80	
On-Call		\$12.00		\$12.00		\$12.00		\$12.00		\$12.00	
Charge Nurse		-		\$2.50		\$2.50		-		-	

UC SAN DIEGO				
Effective January 2023				
Step	Nurse - Per Diem	Nurse Practitioner - Per Diem	Nurse Anesthetist - Per Diem	Nurse Anesthetist, Sr. - Per Diem
	9119	9160	9122	9121
	Hourly	Hourly	Hourly	Hourly
1	\$76.27	\$99.04	\$133.01	\$144.16
Shift Differential, On-Call and Charge Nurse Differential				
	Hourly	Hourly	Hourly	Hourly
Eve	\$3.25	\$3.25	\$3.25	\$3.25
Night	\$5.00	\$5.00	\$5.00	\$5.00
Weekend	\$3.80	\$3.80	\$3.80	\$3.80
On-Call	\$12.00	\$12.00	\$12.00	\$12.00
Charge Nurse	-	-	-	-

UC SAN DIEGO											
Effective January 2024											
Step	Years of Experience	Nurse, Clinical I		Nurse, Clinical II		Nurse, Clinical III		Nurse, Clinical IV		Nurse, Administrative I	
		9140		9139		9138		9137		9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	< 6 mos	\$57.66	\$10,032.84								
1	6 mos			\$59.34	\$10,325.16	\$62.67	\$10,904.58	\$66.76	\$11,616.24	\$61.67	\$10,730.58
2	1 year			\$60.57	\$10,539.18	\$63.90	\$11,118.60	\$68.08	\$11,845.92	\$62.88	\$10,941.12
3	2 years			\$61.76	\$10,746.24	\$65.20	\$11,344.80	\$69.46	\$12,086.04	\$64.12	\$11,156.88
4	3 years			\$63.00	\$10,962.00	\$66.53	\$11,576.22	\$70.83	\$12,324.42	\$65.44	\$11,386.56
5	4 years			\$64.29	\$11,186.46	\$67.86	\$11,807.64	\$72.26	\$12,573.24	\$66.73	\$11,611.02
6	5 years			\$65.55	\$11,405.70	\$69.24	\$12,047.76	\$73.69	\$12,822.06	\$68.06	\$11,842.44
7	6 years			\$66.85	\$11,631.90	\$70.60	\$12,284.40	\$75.17	\$13,079.58	\$69.43	\$12,080.82
8	7 years			\$68.22	\$11,870.28	\$72.01	\$12,529.74	\$76.67	\$13,340.58	\$70.81	\$12,320.94
9	8 years			\$69.60	\$12,110.40	\$73.44	\$12,778.56	\$78.20	\$13,606.80	\$72.23	\$12,568.02
10	9 years			\$70.96	\$12,347.04	\$74.91	\$13,034.34	\$79.79	\$13,883.46	\$73.66	\$12,816.84
11	10 years			\$72.37	\$12,592.38	\$76.43	\$13,298.82	\$81.38	\$14,160.12	\$75.15	\$13,076.10
12	11 years			\$73.80	\$12,841.20	\$77.95	\$13,563.30	\$82.98	\$14,438.52	\$76.64	\$13,335.36
13	12 years			\$75.33	\$13,107.42	\$79.47	\$13,827.78	\$84.63	\$14,725.62	\$78.17	\$13,601.58
14	13 years			\$76.81	\$13,364.94	\$81.11	\$14,113.14	\$86.34	\$15,023.16	\$79.76	\$13,878.24
15	14 years			\$78.36	\$13,634.64	\$82.73	\$14,395.02	\$88.10	\$15,329.40	\$81.36	\$14,156.64
16	15 < 20 years & 10 years UC Service			\$79.93	\$13,907.82	\$84.40	\$14,685.60	\$89.88	\$15,639.12	\$82.97	\$14,436.78
17	20+ years & 15 years UC Service			\$81.51	\$14,182.74	\$86.07	\$14,976.18	\$91.63	\$15,943.62	\$84.63	\$14,725.62
18	More than 25 yrs nsg & 20 yrs at UC			\$83.17	\$14,471.58	\$87.78	\$15,273.72	\$93.48	\$16,265.52	\$86.32	\$15,019.68
Shift Differential, On-Call and Charge Nurse Differential											
		Hourly		Hourly		Hourly		Hourly		Hourly	
Eve		\$3.25		\$3.25		\$3.25		\$3.25		\$3.25	
Night		\$5.00		\$5.00		\$5.00		\$5.00		\$5.00	
Weekend		\$3.80		\$3.80		\$3.80		\$3.80		\$3.80	
On-Call		\$12.00		\$12.00		\$12.00		\$12.00		\$12.00	
Charge Nurse		-		\$2.50		\$2.50		-		-	

UC SAN DIEGO				
Effective January 2024				
Step	Nurse - Per Diem	Nurse Practitioner - Per Diem	Nurse Anesthetist - Per Diem	Nurse Anesthetist, Sr. - Per Diem
	9119	9160	9122	9121
	Hourly	Hourly	Hourly	Hourly
1	\$80.08	\$103.99	\$139.66	\$151.37
Shift Differential, On-Call and Charge Nurse Differential				
	Hourly	Hourly	Hourly	Hourly
Eve	\$3.25	\$3.25	\$3.25	\$3.25
Night	\$5.00	\$5.00	\$5.00	\$5.00
Weekend	\$3.80	\$3.80	\$3.80	\$3.80
On-Call	\$12.00	\$12.00	\$12.00	\$12.00
Charge Nurse	-	-	-	-

UC SAN DIEGO											
Effective January 2025											
Step	Years of Experience	Nurse, Clinical I		Nurse, Clinical II		Nurse, Clinical III		Nurse, Clinical IV		Nurse, Administrative I	
		9140		9139		9138		9137		9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	< 6 mos	\$60.54	\$10,533.96								
1	6 mos			\$62.90	\$10,944.60	\$66.43	\$11,558.82	\$70.10	\$12,197.40	\$64.75	\$11,266.50
2	1 year			\$64.20	\$11,170.80	\$67.73	\$11,785.02	\$71.48	\$12,437.52	\$66.02	\$11,487.48
3	2 years			\$65.47	\$11,391.78	\$69.11	\$12,025.14	\$72.93	\$12,689.82	\$67.33	\$11,715.42
4	3 years			\$66.78	\$11,619.72	\$70.52	\$12,270.48	\$74.37	\$12,940.38	\$68.71	\$11,955.54
5	4 years			\$68.15	\$11,858.10	\$71.93	\$12,515.82	\$75.87	\$13,201.38	\$70.07	\$12,192.18
6	5 years			\$69.48	\$12,089.52	\$73.39	\$12,769.86	\$77.37	\$13,462.38	\$71.46	\$12,434.04
7	6 years			\$70.86	\$12,329.64	\$74.84	\$13,022.16	\$78.93	\$13,733.82	\$72.90	\$12,684.60
8	7 years			\$72.31	\$12,581.94	\$76.33	\$13,281.42	\$80.50	\$14,007.00	\$74.35	\$12,936.90
9	8 years			\$73.78	\$12,837.72	\$77.85	\$13,545.90	\$82.11	\$14,287.14	\$75.84	\$13,196.16
10	9 years			\$75.22	\$13,088.28	\$79.40	\$13,815.60	\$83.78	\$14,577.72	\$77.34	\$13,457.16
11	10 years			\$76.71	\$13,347.54	\$81.02	\$14,097.48	\$85.45	\$14,868.30	\$78.91	\$13,730.34
12	11 years			\$78.23	\$13,612.02	\$82.63	\$14,377.62	\$87.13	\$15,160.62	\$80.47	\$14,001.78
13	12 years			\$79.85	\$13,893.90	\$84.24	\$14,657.76	\$88.86	\$15,461.64	\$82.08	\$14,281.92
14	13 years			\$81.42	\$14,167.08	\$85.98	\$14,960.52	\$90.66	\$15,774.84	\$83.75	\$14,572.50
15	14 years			\$83.06	\$14,452.44	\$87.69	\$15,258.06	\$92.51	\$16,096.74	\$85.43	\$14,864.82
16	15 < 20 years & 10 years UC Service	\$84.73	\$14,743.02	\$89.46	\$15,566.04	\$94.37	\$16,420.38	\$87.12	\$15,158.88		
17	20+ years & 15 years UC Service	\$86.40	\$15,033.60	\$91.23	\$15,874.02	\$96.21	\$16,740.54	\$88.86	\$15,461.64		
18	More than 25 yrs nsg & 20 yrs at UC	\$88.16	\$15,339.84	\$93.05	\$16,190.70	\$98.15	\$17,078.10	\$90.64	\$15,771.36		
Shift Differential, On-Call and Charge Nurse Differential											
		Hourly		Hourly		Hourly		Hourly		Hourly	
	Eve	\$3.25		\$3.25		\$3.25		\$3.25		\$3.25	
	Night	\$5.00		\$5.00		\$5.00		\$5.00		\$5.00	
	Weekend	\$3.80		\$3.80		\$3.80		\$3.80		\$3.80	
	On-Call	\$12.00		\$12.00		\$12.00		\$12.00		\$12.00	
	Charge Nurse	-		\$2.50		\$2.50		-		-	

UC SAN DIEGO				
Effective January 2025				
Step	Nurse - Per Diem	Nurse Practitioner - Per Diem	Nurse Anesthetist - Per Diem	Nurse Anesthetist, Sr. - Per Diem
	9119	9160	9122	9121
	Hourly	Hourly	Hourly	Hourly
1	\$84.08	\$109.19	\$146.64	\$158.94
Shift Differential, On-Call and Charge Nurse Differential				
	Hourly	Hourly	Hourly	Hourly
Eve	\$3.25	\$3.25	\$3.25	\$3.25
Night	\$5.00	\$5.00	\$5.00	\$5.00
Weekend	\$3.80	\$3.80	\$3.80	\$3.80
On-Call	\$12.00	\$12.00	\$12.00	\$12.00
Charge Nurse	-	-	-	-

UC SAN FRANCISCO									
Effective January 2022									
Step	Years of Experience	Nurse, Clinical I		Nurse, Clinical II		Nurse, Clinical III		Nurse, Clinical IV	
		9140		9139		9138		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	

UC SAN FRANCISCO Effective January 2022											
Step	Years of Experience	Home Health Nurse I 9118		Home Health Nurse II 9117		Home Health Nurse III 9116		Nurse Coordinator 9141		Nurse, Administrative I 9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos										
1	6 mos	\$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
2	1.5 years	\$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
3	2.5 years	\$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
4	3.5 years	\$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
5	4.5 years	\$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
6	7.5 years	\$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
7	10.5 years	\$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
8	15 years	\$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
9	20 years	\$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
10	25 years	\$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
11	30 years	\$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
Shift Differential, On-Call and Charge Nurse Differential											
		Percent		Percent		Percent		Percent		Percent	
Eve		10%		10%		10%		10%		10%	
Night		16%		16%		16%		16%		16%	
Weekend		5%		5%		5%		5%		5%	
On-Call		50%		50%		50%		50%		50%	
Charge Nurse		\$2.50/Hr.		\$2.50/Hr.		\$2.50/Hr.		-		-	

UC SAN FRANCISCO Effective January 2022													
Step	Years of Experience	Nurse Practitioner I 9148		Nurse Practitioner II 9147		Nurse Practitioner III 9146		Nurse Anesthetist 9144		Step	Years of Experience	Nurse, Anesthetist Sr. Nex 7865	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
	<6 mos												
1	6 mos	\$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	10.0-14.9 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.	15.0-19.9 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	7.	20.0-29.9 years	\$150.22	\$26,137.44
8	15 years	\$100.15	\$17,425.83	\$105.08	\$18,283.33	\$110.35	\$19,201.68	\$126.40	\$21,992.86	8.	30+ years	\$153.22	\$26,660.77
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				
Shift Differential, On-Call and Charge Nurse Differential													
		Percent		Percent		Percent		Percent				Percent	
Eve		10%		10%		10%		10%		Eve		10%	
Night		16%		16%		16%		16%		Night		16%	
Weekend		5%		5%		5%		5%		Weekend		5%	
On-Call		50%		50%		50%		50%		On-Call		50%	
Charge Nurse		-		-		-		-		Charge Nurse		-	

UC SAN FRANCISCO									
Effective January 2023									
Step	Years of Experience	Nurse, Clinical I		Nurse, Clinical II		Nurse, Clinical III		Nurse, Clinical IV	
		9140		9139		9138		9137	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos	\$76.91	\$13,382.43						
1	6 mos			\$80.74	\$14,049.53	\$84.44	\$14,692.45	\$88.64	\$15,424.05
2	1.5 years			\$83.67	\$14,558.58	\$87.49	\$15,222.51	\$91.79	\$15,972.25
3	2.5 years			\$86.67	\$15,080.58	\$90.65	\$15,772.72	\$95.11	\$16,548.66
4	3.5 years			\$89.78	\$15,621.56	\$93.92	\$16,342.08	\$98.50	\$17,139.18
5	4.5 years			\$93.02	\$16,185.48	\$97.27	\$16,924.98	\$102.01	\$17,749.85
6	7.5 years			\$94.86	\$16,506.34	\$99.21	\$17,262.12	\$104.11	\$18,114.65
7	10.5 years			\$96.76	\$16,836.24	\$101.22	\$17,612.81	\$106.18	\$18,475.41
8	15 years			\$98.71	\$17,175.46	\$103.27	\$17,968.98	\$108.30	\$18,844.23
9	20 years			\$100.66	\$17,514.05	\$105.31	\$18,324.25	\$110.47	\$19,221.11
10	25 years			\$102.56	\$17,844.58	\$107.40	\$18,687.03	\$112.64	\$19,600.01
11	30 years	\$104.62	\$18,203.32	\$109.53	\$19,057.87	\$114.94	\$19,999.07		
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	

UC SAN FRANCISCO Effective January 2023											
Step	Years of Experience	Home Health Nurse I 9118		Home Health Nurse II 9117		Home Health Nurse III 9116		Nurse Coordinator 9141		Nurse, Administrative I 9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos										
1	6 mos	\$80.74	\$14,049.53	\$84.44	\$14,692.45	\$92.98	\$16,177.82	\$86.86	\$15,113.68	\$84.44	\$14,692.45
2	1.5 years	\$83.66	\$14,557.42	\$87.49	\$15,222.51	\$96.35	\$16,764.31	\$90.01	\$15,661.87	\$87.49	\$15,222.51
3	2.5 years	\$86.66	\$15,079.41	\$90.65	\$15,772.72	\$99.81	\$17,366.92	\$93.24	\$16,224.18	\$90.65	\$15,772.72
4	3.5 years	\$89.78	\$15,621.56	\$93.91	\$16,341.07	\$103.39	\$17,989.69	\$96.61	\$16,810.67	\$93.92	\$16,342.08
5	4.5 years	\$93.01	\$16,183.87	\$97.26	\$16,923.53	\$107.08	\$18,632.61	\$100.06	\$17,411.26	\$97.26	\$16,923.53
6	7.5 years	\$94.85	\$16,504.32	\$99.21	\$17,262.12	\$109.25	\$19,009.50	\$102.06	\$17,757.92	\$99.21	\$17,262.12
7	10.5 years	\$96.75	\$16,834.85	\$101.22	\$17,612.81	\$111.42	\$19,386.38	\$104.12	\$18,116.66	\$101.22	\$17,612.81
8	15 years	\$98.71	\$17,175.46	\$103.26	\$17,967.52	\$113.67	\$19,779.39	\$106.20	\$18,479.44	\$103.26	\$17,967.52
9	20 years	\$100.66	\$17,514.05	\$105.31	\$18,324.25	\$115.97	\$20,178.44	\$108.35	\$18,852.29	\$105.31	\$18,324.25
10	25 years	\$102.56	\$17,844.58	\$107.40	\$18,687.03	\$118.24	\$20,573.47	\$110.52	\$19,230.48	\$107.40	\$18,687.03
11	30 years	\$104.62	\$18,203.32	\$109.53	\$19,057.87	\$120.64	\$20,990.66	\$112.70	\$19,610.09	\$109.53	\$19,057.87
Shift Differential, On-Call and Charge Nurse Differential											
		Percent		Percent		Percent		Percent		Percent	
Eve		10%		10%		10%		10%		10%	
Night		16%		16%		16%		16%		16%	
Weekend		5%		5%		5%		5%		5%	
On-Call		50%		50%		50%		50%		50%	
Charge Nurse		\$2.50/Hr.		\$2.50/Hr.		\$2.50/Hr.		-		-	

UC SAN FRANCISCO Effective January 2023													
Step	Years of Experience	Nurse Practitioner I 9148		Nurse Practitioner II 9147		Nurse Practitioner III 9146		Nurse Anesthetist 9144		Step	Years of Experience	Nurse, Anesthetist Sr. Nex 7865	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
	<6 mos												
1	6 mos	\$86.83	\$15,107.63	\$91.13	\$15,857.37	\$95.70	\$16,651.45	\$101.83	\$17,717.61	1	Up to 3 years	\$130.77	\$22,754.16
2	1.5 years	\$89.93	\$15,647.76	\$94.37	\$16,419.67	\$99.10	\$17,243.98	\$105.89	\$18,425.02	2	3.1 - 5.9 years	\$136.02	\$23,667.14
3	2.5 years	\$93.21	\$16,218.13	\$97.80	\$17,017.20	\$102.67	\$17,864.73	\$110.18	\$19,170.73	3	6 - 7.9 years	\$141.45	\$24,612.38
4	3.5 years	\$96.57	\$16,802.60	\$101.29	\$17,624.90	\$106.39	\$18,511.68	\$114.55	\$19,932.56	4	8 - 9.9 years	\$147.12	\$25,598.88
5	4.5 years	\$100.03	\$17,405.22	\$104.90	\$18,252.60	\$110.19	\$19,172.74	\$119.14	\$20,730.67	5	10.0-14.9 years	\$153.01	\$26,623.77
6	7.5 years	\$102.04	\$17,754.96	\$107.04	\$18,624.55	\$112.40	\$19,557.69	\$123.90	\$21,559.01	6.	15.0-19.9 years	\$156.11	\$27,163.14
7	10.5 years	\$104.12	\$18,116.66	\$109.22	\$19,003.45	\$114.63	\$19,945.62	\$128.86	\$22,421.61	7.	20.0-29.9 years	\$159.23	\$27,705.69
8	15 years	\$106.16	\$18,471.38	\$111.38	\$19,380.33	\$116.98	\$20,353.78	\$133.98	\$23,312.43	8.	30+ years	\$162.42	\$28,260.41
9	20 years	\$108.30	\$18,844.23	\$113.62	\$19,769.31	\$119.27	\$20,752.84	\$139.34	\$24,245.57				
10	25 years	\$110.44	\$19,217.08	\$115.85	\$20,158.29	\$121.68	\$21,172.05	\$144.93	\$25,217.01				
11	30 years	\$112.67	\$19,604.05	\$118.19	\$20,565.40	\$124.08	\$21,589.24	\$147.84	\$25,724.89				
Shift Differential, On-Call and Charge Nurse Differential													
		Percent		Percent		Percent		Percent				Percent	
Eve		10%		10%		10%		10%		Eve		10%	
Night		16%		16%		16%		16%		Night		16%	
Weekend		5%		5%		5%		5%		Weekend		5%	
On-Call		50%		50%		50%		50%		On-Call		50%	
Charge Nurse		-		-		-		-		Charge Nurse		-	

UC SAN FRANCISCO									
Effective January 2024									
Step	Years of Experience	Nurse, Clinical I		Nurse, Clinical II		Nurse, Clinical III		Nurse, Clinical IV	
		9140		9139		9138		9137	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos	\$80.76	\$14,051.55						
1	6 mos			\$84.78	\$14,752.01	\$88.66	\$15,427.08	\$93.08	\$16,195.26
2	1.5 years			\$87.85	\$15,286.51	\$91.86	\$15,983.64	\$96.38	\$16,770.86
3	2.5 years			\$91.00	\$15,834.61	\$95.18	\$16,561.36	\$99.86	\$17,376.09
4	3.5 years			\$94.27	\$16,402.64	\$98.62	\$17,159.18	\$103.43	\$17,996.14
5	4.5 years			\$97.67	\$16,994.75	\$102.13	\$17,771.23	\$107.11	\$18,637.35
6	7.5 years			\$99.61	\$17,331.65	\$104.17	\$18,125.23	\$109.31	\$19,020.38
7	10.5 years			\$101.60	\$17,678.05	\$106.28	\$18,493.45	\$111.49	\$19,399.18
8	15 years			\$103.65	\$18,034.23	\$108.43	\$18,867.43	\$113.72	\$19,786.44
9	20 years			\$105.69	\$18,389.75	\$110.58	\$19,240.46	\$115.99	\$20,182.17
10	25 years			\$107.68	\$18,736.81	\$112.77	\$19,621.38	\$118.28	\$20,580.02
11	30 years	\$109.85	\$19,113.49	\$115.00	\$20,010.76	\$120.68	\$20,999.02		
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	

UC SAN FRANCISCO Effective January 2024											
Step	Years of Experience	Home Health Nurse I 9118		Home Health Nurse II 9117		Home Health Nurse III 9116		Nurse Coordinator 9141		Nurse, Administrative I 9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos										
1	6 mos	\$84.78	\$14,752.01	\$88.66	\$15,427.08	\$97.62	\$16,986.71	\$91.20	\$15,869.36	\$88.66	\$15,427.08
2	1.5 years	\$87.85	\$15,285.29	\$91.86	\$15,983.64	\$101.16	\$17,602.53	\$94.51	\$16,444.97	\$91.86	\$15,983.64
3	2.5 years	\$91.00	\$15,833.39	\$95.18	\$16,561.36	\$104.80	\$18,235.27	\$97.90	\$17,035.39	\$95.18	\$16,561.36
4	3.5 years	\$94.27	\$16,402.64	\$98.61	\$17,158.12	\$108.56	\$18,889.17	\$101.44	\$17,651.20	\$98.62	\$17,159.18
5	4.5 years	\$97.66	\$16,993.06	\$102.12	\$17,769.71	\$112.44	\$19,564.24	\$105.07	\$18,281.83	\$102.12	\$17,769.71
6	7.5 years	\$99.60	\$17,329.54	\$104.17	\$18,125.23	\$114.71	\$19,959.97	\$107.16	\$18,645.81	\$104.17	\$18,125.23
7	10.5 years	\$101.59	\$17,676.59	\$106.28	\$18,493.45	\$116.99	\$20,355.70	\$109.32	\$19,022.49	\$106.28	\$18,493.45
8	15 years	\$103.65	\$18,034.23	\$108.42	\$18,865.90	\$119.36	\$20,768.36	\$111.51	\$19,403.41	\$108.42	\$18,865.90
9	20 years	\$105.69	\$18,389.75	\$110.58	\$19,240.46	\$121.77	\$21,187.36	\$113.76	\$19,794.91	\$110.58	\$19,240.46
10	25 years	\$107.68	\$18,736.81	\$112.77	\$19,621.38	\$124.15	\$21,602.14	\$116.05	\$20,192.00	\$112.77	\$19,621.38
11	30 years	\$109.85	\$19,113.49	\$115.00	\$20,010.76	\$126.67	\$22,040.19	\$118.34	\$20,590.60	\$115.00	\$20,010.76
Shift Differential, On-Call and Charge Nurse Differential											
		Percent		Percent		Percent		Percent		Percent	
Eve		10%		10%		10%		10%		10%	
Night		16%		16%		16%		16%		16%	
Weekend		5%		5%		5%		5%		5%	
On-Call		50%		50%		50%		50%		50%	
Charge Nurse		\$2.50/Hr.		\$2.50/Hr.		\$2.50/Hr.		-		-	

UC SAN FRANCISCO Effective January 2024													
Step	Years of Experience	Nurse Practitioner I 9148		Nurse Practitioner II 9147		Nurse Practitioner III 9146		Nurse Anesthetist 9144		Step	Years of Experience	Nurse, Anesthetist Sr. Nex 7865	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
	<6 mos												
1	6 mos	\$91.17	\$15,863.01	\$95.69	\$16,650.24	\$100.48	\$17,484.02	\$106.92	\$18,603.49	1	Up to 3 years	\$137.31	\$23,891.86
2	1.5 years	\$94.43	\$16,430.15	\$99.08	\$17,240.66	\$104.06	\$18,106.18	\$111.19	\$19,346.27	2	3.1 - 5.9 years	\$142.82	\$24,850.50
3	2.5 years	\$97.87	\$17,029.04	\$102.69	\$17,868.06	\$107.80	\$18,757.97	\$115.69	\$20,129.27	3	6 - 7.9 years	\$148.52	\$25,843.00
4	3.5 years	\$101.40	\$17,642.73	\$106.36	\$18,506.14	\$111.71	\$19,437.27	\$120.28	\$20,929.19	4	8 - 9.9 years	\$154.48	\$26,878.82
5	4.5 years	\$105.03	\$18,275.48	\$110.15	\$19,165.23	\$115.70	\$20,131.38	\$125.10	\$21,767.20	5	10.0-14.9 years	\$160.66	\$27,954.96
6	7.5 years	\$107.14	\$18,642.71	\$112.39	\$19,555.78	\$118.02	\$20,535.58	\$130.10	\$22,636.96	6.	15.0-19.9 years	\$163.92	\$28,521.30
7	10.5 years	\$109.32	\$19,022.49	\$114.68	\$19,953.62	\$120.36	\$20,942.90	\$135.30	\$23,542.69	7.	20.0-29.9 years	\$167.19	\$29,090.98
8	15 years	\$111.47	\$19,394.95	\$116.95	\$20,349.35	\$122.82	\$21,371.47	\$140.68	\$24,478.05	8.	30+ years	\$170.54	\$29,673.43
9	20 years	\$113.72	\$19,786.44	\$119.30	\$20,757.78	\$125.23	\$21,790.48	\$146.31	\$25,457.85				
10	25 years	\$115.97	\$20,177.94	\$121.64	\$21,166.20	\$127.76	\$22,230.65	\$152.17	\$26,477.86				
11	30 years	\$118.30	\$20,584.25	\$124.10	\$21,593.67	\$130.28	\$22,668.70	\$155.24	\$27,011.14				
Shift Differential, On-Call and Charge Nurse Differential													
		Percent		Percent		Percent		Percent				Percent	
Eve		10%		10%		10%		10%		Eve		10%	
Night		16%		16%		16%		16%		Night		16%	
Weekend		5%		5%		5%		5%		Weekend		5%	
On-Call		50%		50%		50%		50%		On-Call		50%	
Charge Nurse		-		-		-		-		Charge Nurse		-	

UC SAN FRANCISCO									
Effective January 2025									
Step	Years of Experience	Nurse, Clinical I		Nurse, Clinical II		Nurse, Clinical III		Nurse, Clinical IV	
		9140		9139		9138		9137	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos	\$84.79	\$14,754.13						
1	6 mos			\$89.02	\$15,489.61	\$93.09	\$16,198.43	\$97.73	\$17,005.02
2	1.5 years			\$92.25	\$16,050.83	\$96.45	\$16,782.82	\$101.20	\$17,609.40
3	2.5 years			\$95.55	\$16,626.34	\$99.94	\$17,389.43	\$104.86	\$18,244.90
4	3.5 years			\$98.98	\$17,222.77	\$103.55	\$18,017.14	\$108.60	\$18,895.95
5	4.5 years			\$102.55	\$17,844.49	\$107.24	\$18,659.79	\$112.47	\$19,569.21
6	7.5 years			\$104.59	\$18,198.24	\$109.38	\$19,031.49	\$114.78	\$19,971.40
7	10.5 years			\$106.68	\$18,561.95	\$111.60	\$19,418.12	\$117.06	\$20,369.14
8	15 years			\$108.83	\$18,935.94	\$113.86	\$19,810.80	\$119.40	\$20,775.76
9	20 years			\$110.97	\$19,309.24	\$116.11	\$20,202.49	\$121.79	\$21,191.28
10	25 years			\$113.07	\$19,673.65	\$118.40	\$20,602.45	\$124.19	\$21,609.02
11	30 years	\$115.34	\$20,069.17	\$120.75	\$21,011.30	\$126.72	\$22,048.97		
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	

UC SAN FRANCISCO Effective January 2025											
Step	Years of Experience	Home Health Nurse I 9118		Home Health Nurse II 9117		Home Health Nurse III 9116		Nurse Coordinator 9141		Nurse, Administrative I 9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos										
1	6 mos	\$89.02	\$15,489.61	\$93.09	\$16,198.43	\$102.51	\$17,836.05	\$95.76	\$16,662.83	\$93.09	\$16,198.43
2	1.5 years	\$92.24	\$16,049.56	\$96.45	\$16,782.82	\$106.22	\$18,482.65	\$99.24	\$17,267.21	\$96.45	\$16,782.82
3	2.5 years	\$95.55	\$16,625.05	\$99.94	\$17,389.43	\$110.04	\$19,147.03	\$102.80	\$17,887.15	\$99.94	\$17,389.43
4	3.5 years	\$98.98	\$17,222.77	\$103.54	\$18,016.03	\$113.99	\$19,833.63	\$106.52	\$18,533.76	\$103.55	\$18,017.14
5	4.5 years	\$102.54	\$17,842.71	\$107.23	\$18,658.19	\$118.06	\$20,542.45	\$110.32	\$19,195.92	\$107.23	\$18,658.19
6	7.5 years	\$104.57	\$18,196.01	\$109.38	\$19,031.49	\$120.45	\$20,957.97	\$112.52	\$19,578.10	\$109.38	\$19,031.49
7	10.5 years	\$106.67	\$18,560.42	\$111.60	\$19,418.12	\$122.84	\$21,373.48	\$114.79	\$19,973.62	\$111.60	\$19,418.12
8	15 years	\$108.83	\$18,935.94	\$113.85	\$19,809.19	\$125.33	\$21,806.77	\$117.09	\$20,373.58	\$113.85	\$19,809.19
9	20 years	\$110.97	\$19,309.24	\$116.11	\$20,202.49	\$127.85	\$22,246.73	\$119.45	\$20,784.65	\$116.11	\$20,202.49
10	25 years	\$113.07	\$19,673.65	\$118.40	\$20,602.45	\$130.36	\$22,682.25	\$121.85	\$21,201.60	\$118.40	\$20,602.45
11	30 years	\$115.34	\$20,069.17	\$120.75	\$21,011.30	\$133.00	\$23,142.20	\$124.25	\$21,620.13	\$120.75	\$21,011.30
Shift Differential, On-Call and Charge Nurse Differential											
		Percent		Percent		Percent		Percent		Percent	
Eve		10%		10%		10%		10%		10%	
Night		16%		16%		16%		16%		16%	
Weekend		5%		5%		5%		5%		5%	
On-Call		50%		50%		50%		50%		50%	
Charge Nurse		\$2.50/Hr.		\$2.50/Hr.		\$2.50/Hr.		-		-	

UC SAN FRANCISCO Effective January 2025													
Step	Years of Experience	Nurse Practitioner I 9148		Nurse Practitioner II 9147		Nurse Practitioner III 9146		Nurse Anesthetist 9144		Step	Years of Experience	Nurse, Anesthetist Sr. Nex 7865	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
	<6 mos												
1	6 mos	\$95.73	\$16,656.16	\$100.48	\$17,482.75	\$105.51	\$18,358.22	\$112.26	\$19,533.66	1	Up to 3 years	\$144.18	\$25,086.46
2	1.5 years	\$99.15	\$17,251.66	\$104.04	\$18,102.69	\$109.26	\$19,011.49	\$116.74	\$20,313.59	2	3.1 - 5.9 years	\$149.96	\$26,093.03
3	2.5 years	\$102.76	\$17,880.49	\$107.82	\$18,761.46	\$113.19	\$19,695.87	\$121.47	\$21,135.73	3	6 - 7.9 years	\$155.95	\$27,135.15
4	3.5 years	\$106.46	\$18,524.87	\$111.67	\$19,431.45	\$117.29	\$20,409.13	\$126.30	\$21,975.65	4	8 - 9.9 years	\$162.20	\$28,222.77
5	4.5 years	\$110.28	\$19,189.25	\$115.65	\$20,123.49	\$121.48	\$21,137.95	\$131.35	\$22,855.56	5	10.0-14.9 years	\$168.69	\$29,352.71
6	7.5 years	\$112.50	\$19,574.84	\$118.01	\$20,533.56	\$123.92	\$21,562.35	\$136.60	\$23,768.81	6.	15.0-19.9 years	\$172.11	\$29,947.36
7	10.5 years	\$114.79	\$19,973.62	\$120.41	\$20,951.30	\$126.38	\$21,990.05	\$142.07	\$24,719.83	7.	20.0-29.9 years	\$175.55	\$30,545.52
8	15 years	\$117.04	\$20,364.69	\$122.80	\$21,366.82	\$128.97	\$22,440.05	\$147.71	\$25,701.95	8.	30+ years	\$179.06	\$31,157.11
9	20 years	\$119.40	\$20,775.76	\$125.26	\$21,795.66	\$131.49	\$22,880.00	\$153.62	\$26,730.74				
10	25 years	\$121.76	\$21,186.83	\$127.73	\$22,224.51	\$134.15	\$23,342.18	\$159.78	\$27,801.75				
11	30 years	\$124.22	\$21,613.46	\$130.31	\$22,673.36	\$136.79	\$23,802.14	\$163.00	\$28,361.69				
Shift Differential, On-Call and Charge Nurse Differential													
		Percent		Percent		Percent		Percent				Percent	
Eve		10%		10%		10%		10%		Eve		10%	
Night		16%		16%		16%		16%		Night		16%	
Weekend		5%		5%		5%		5%		Weekend		5%	
On-Call		50%		50%		50%		50%		On-Call		50%	
Charge Nurse		-		-		-		-		Charge Nurse		-	

