

FY24 (Post Ratification)	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27
L05	LPN I	\$ 25.20	\$ 25.70	\$ 26.22	\$ 26.74	\$ 27.28	\$ 27.83	\$ 28.38	\$ 28.95	\$ 29.53	\$ 30.11	\$ 30.71	\$ 31.33	\$ 31.96	\$ 32.60	\$ 33.25	\$ 33.93	\$ 34.61	\$ 35.30	\$ 36.00	\$ 36.73	\$ 37.46	\$ 38.21	\$ 38.98	\$ 39.75			
L06	LPN II, PHSO Resource Partner-LPN	\$ 26.45	\$ 26.97	\$ 27.52	\$ 28.07	\$ 28.62	\$ 29.20	\$ 29.79	\$ 30.39	\$ 31.00	\$ 31.62	\$ 32.25	\$ 32.89	\$ 33.55	\$ 34.22	\$ 34.90	\$ 35.60	\$ 36.31	\$ 37.03	\$ 37.78	\$ 38.54	\$ 39.30	\$ 40.09	\$ 40.89	\$ 41.71			
L07	LPN III, PHSO Clinical Resource Partner Lead-LPN	\$ 27.85	\$ 28.40	\$ 28.97	\$ 29.56	\$ 30.16	\$ 30.75	\$ 31.37	\$ 32.00	\$ 32.64	\$ 33.30	\$ 33.96	\$ 34.64	\$ 35.33	\$ 36.04	\$ 36.76	\$ 37.50	\$ 38.24	\$ 39.01	\$ 39.78	\$ 40.58	\$ 41.39	\$ 42.22	\$ 43.06	\$ 43.92			
U06	Staff Nurse I, Staff Nurse II, Rehabilitation Admission Coord, Clinical Documentation Integrity Specialist IP/OP 1, Community Health Care Coordinator RN, Staff Nurse Specialist	\$ 36.80	\$ 37.54	\$ 38.29	\$ 39.06	\$ 39.85	\$ 40.65	\$ 41.45	\$ 42.28	\$ 43.13	\$ 44.00	\$ 44.88	\$ 45.77	\$ 46.68	\$ 47.62	\$ 48.57	\$ 49.54	\$ 50.53	\$ 51.54	\$ 52.57	\$ 53.62	\$ 54.69	\$ 55.80	\$ 56.92	\$ 58.62			
U07	Staff Nurse III	\$ 38.93	\$ 39.71	\$ 40.51	\$ 41.32	\$ 42.15	\$ 42.99	\$ 43.85	\$ 44.72	\$ 45.61	\$ 46.53	\$ 47.46	\$ 48.41	\$ 49.37	\$ 50.37	\$ 51.38	\$ 52.40	\$ 53.45	\$ 54.52	\$ 55.61	\$ 56.72	\$ 57.87	\$ 59.02	\$ 60.19	\$ 61.99			
U17	Research Nurse, Clinical Research Nurse	\$ 38.48	\$ 39.25	\$ 40.04	\$ 40.83	\$ 41.65	\$ 42.48	\$ 43.33	\$ 44.21	\$ 45.08	\$ 45.98	\$ 46.90	\$ 47.85	\$ 48.80	\$ 49.78	\$ 50.78	\$ 51.80	\$ 52.84	\$ 53.89	\$ 54.97	\$ 56.07	\$ 57.20	\$ 58.34	\$ 59.50	\$ 61.29			
U14	Research Nurse Sr., Clinical Research Nurse St.	\$ 39.46	\$ 40.25	\$ 41.06	\$ 41.88	\$ 42.72	\$ 43.58	\$ 44.45	\$ 45.34	\$ 46.24	\$ 47.17	\$ 48.11	\$ 49.08	\$ 50.06	\$ 51.07	\$ 52.09	\$ 53.13	\$ 54.18	\$ 55.26	\$ 56.36	\$ 57.49	\$ 58.64	\$ 59.82	\$ 61.02	\$ 62.84			
U19	Nurse Clinician, Care Coodinator, Cardiac Nurse Sonographer, Nursing Prof Dev Practitioner I, Nursing Prof Dev Pract I, Outpatient, Clin Program Coord Cancer Svc, Clin Program Coord Stroke, Staff Nurse IV, Cert Diabetes Care & Ed Specialist RN, Wound Ostomy Clinician, CDI Educator-OP, Inpatient Lactation Consult. Nurse Spec	\$ 42.43	\$ 43.28	\$ 44.14	\$ 45.03	\$ 45.94	\$ 46.85	\$ 47.80	\$ 48.74	\$ 49.73	\$ 50.73	\$ 51.73	\$ 52.76	\$ 53.81	\$ 54.89	\$ 56.00	\$ 57.11	\$ 58.25	\$ 59.42	\$ 60.61	\$ 61.82	\$ 63.06	\$ 64.31	\$ 65.60	\$ 67.58			
U23	Nursing Prof Dev Practitioner II	\$ 43.70	\$ 44.58	\$ 45.47	\$ 46.39	\$ 47.31	\$ 48.26	\$ 49.23	\$ 50.20	\$ 51.22	\$ 52.25	\$ 53.29	\$ 54.35	\$ 55.43	\$ 56.54	\$ 57.68	\$ 58.82	\$ 60.00	\$ 61.20	\$ 62.42	\$ 63.68	\$ 64.95	\$ 66.24	\$ 67.57	\$ 69.60			
U24	Clinical Nurse Leader, Nursing Prof Dev Practitioner Specialist	\$ 45.44	\$ 46.37	\$ 47.28	\$ 48.25	\$ 49.20	\$ 50.19	\$ 51.21	\$ 52.21	\$ 53.27	\$ 54.34	\$ 55.42	\$ 56.52	\$ 57.65	\$ 58.80	\$ 59.99	\$ 61.17	\$ 62.40	\$ 63.65	\$ 64.92	\$ 66.23	\$ 67.55	\$ 68.89	\$ 70.27	\$ 72.39			
U25	Clinical Documentation Integrity Specialist IP/OP 2	\$ 39.08	\$ 39.86	\$ 40.66	\$ 41.47	\$ 42.30	\$ 43.15	\$ 44.01	\$ 44.89	\$ 45.79	\$ 46.71	\$ 47.64	\$ 48.59	\$ 49.56	\$ 50.56	\$ 51.57	\$ 52.60	\$ 53.65	\$ 54.72	\$ 55.82	\$ 56.93	\$ 58.07	\$ 59.23	\$ 60.42	\$ 61.63			
U26	Clinical Documentation Integrity Specialist IP/OP 3	\$ 40.92	\$ 41.74	\$ 42.57	\$ 43.43	\$ 44.29	\$ 45.18	\$ 46.08	\$ 47.01	\$ 47.95	\$ 48.91	\$ 49.88	\$ 50.88	\$ 51.90	\$ 52.94	\$ 54.00	\$ 55.08	\$ 56.18	\$ 57.30	\$ 58.45	\$ 59.62	\$ 60.81	\$ 62.02	\$ 63.26	\$ 64.53			
U10	Nurse Practitioner, Advanced Practice Wound Care Nurse										\$ 59.75	\$ 60.93	\$ 62.14	\$ 63.39	\$ 64.65	\$ 65.95	\$ 67.27	\$ 68.62	\$ 69.98	\$ 71.39	\$ 72.82	\$ 74.28	\$ 75.76	\$ 77.28	\$ 79.60			
U11	Nurse Midwife										\$ 62.75	\$ 64.00	\$ 65.28	\$ 66.58	\$ 67.91	\$ 69.28	\$ 70.67	\$ 72.07	\$ 73.52	\$ 74.99	\$ 76.48	\$ 78.02	\$ 79.57	\$ 81.17	\$ 83.60			
U12	Neonatal Nurse Practitioner										\$ 66.77	\$ 68.10	\$ 69.47	\$ 70.85	\$ 72.27	\$ 73.73	\$ 75.21	\$ 76.71	\$ 78.25	\$ 79.80	\$ 81.40	\$ 83.03	\$ 84.69	\$ 86.39	\$ 88.11			

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L05	LPN I	\$ 26.21	\$ 26.71	\$ 27.25	\$ 27.79	\$ 28.35	\$ 28.92	\$ 29.49	\$ 30.08	\$ 30.69	\$ 31.30	\$ 31.92	\$ 32.56	\$ 33.21	\$ 33.88	\$ 34.56	\$ 35.25	\$ 35.96	\$ 36.68	\$ 37.42	\$ 38.16	\$ 38.93	\$ 39.71	\$ 40.50	\$ 41.31	\$ 42.14			
L06	LPN II, PHSO Resource Partner-LPN	\$ 27.51	\$ 28.04	\$ 28.59	\$ 29.17	\$ 29.75	\$ 30.34	\$ 30.95	\$ 31.58	\$ 32.21	\$ 32.86	\$ 33.51	\$ 34.18	\$ 34.86	\$ 35.56	\$ 36.27	\$ 37.00	\$ 37.73	\$ 38.49	\$ 39.26	\$ 40.05	\$ 40.85	\$ 41.66	\$ 42.49	\$ 43.34	\$ 44.21			
L07	LPN III, PHSO Clinical Resource Partner Lead-LPN	\$ 28.96	\$ 29.52	\$ 30.11	\$ 30.71	\$ 31.33	\$ 31.97	\$ 32.60	\$ 33.26	\$ 33.92	\$ 34.60	\$ 35.29	\$ 35.99	\$ 36.72	\$ 37.45	\$ 38.20	\$ 38.97	\$ 39.75	\$ 40.54	\$ 41.35	\$ 42.17	\$ 43.02	\$ 43.87	\$ 44.75	\$ 45.64	\$ 46.56			
U06	Staff Nurse I, Staff Nurse II, Rehabilitation Admission Coord, Clinical Documentation Integrity Specialist IP/OP 1, Community Health Care Coordinator RN, Staff Nurse Specialist	\$ 38.27	\$ 39.01	\$ 39.79	\$ 40.59	\$ 41.40	\$ 42.24	\$ 43.08	\$ 43.94	\$ 44.82	\$ 45.72	\$ 46.63	\$ 47.57	\$ 48.52	\$ 49.48	\$ 50.47	\$ 51.49	\$ 52.51	\$ 53.56	\$ 54.64	\$ 55.73	\$ 56.84	\$ 57.98	\$ 59.14	\$ 60.34	\$ 61.54			
U07	Staff Nurse III	\$ 40.49	\$ 41.27	\$ 42.09	\$ 42.94	\$ 43.80	\$ 44.68	\$ 45.57	\$ 46.48	\$ 47.40	\$ 48.35	\$ 49.32	\$ 50.31	\$ 51.31	\$ 52.33	\$ 53.39	\$ 54.46	\$ 55.54	\$ 56.65	\$ 57.79	\$ 58.94	\$ 60.12	\$ 61.34	\$ 62.56	\$ 63.80	\$ 65.07			
U17	Research Nurse, Clinical Research Nurse	\$ 40.02	\$ 40.79	\$ 41.60	\$ 42.44	\$ 43.28	\$ 44.15	\$ 45.03	\$ 45.93	\$ 46.86	\$ 47.78	\$ 48.74	\$ 49.72	\$ 50.72	\$ 51.73	\$ 52.77	\$ 53.82	\$ 54.90	\$ 56.01	\$ 57.12	\$ 58.27	\$ 59.43	\$ 60.64	\$ 61.84	\$ 63.07	\$ 64.34			
U14	Research Nurse Sr., Clinical Research Nurse St.	\$ 41.04	\$ 41.83	\$ 42.66	\$ 43.52	\$ 44.40	\$ 45.29	\$ 46.19	\$ 47.11	\$ 48.06	\$ 49.02	\$ 50.00	\$ 51.00	\$ 52.02	\$ 53.07	\$ 54.14	\$ 55.22	\$ 56.32	\$ 57.43	\$ 58.58	\$ 59.75	\$ 60.94	\$ 62.16	\$ 63.41	\$ 64.68	\$ 65.97			
U19	Nurse Clinician, Care Coodinator, Cardiac Nurse Sonographer, Nursing Prof Dev Practitioner I, Nursing Prof Dev Pract I, Outpatient, Clin Program Coord Cancer Svc, Clin Program Coord Stroke, Staff Nurse IV, Cert Diabetes Care & Ed Specialist RN, Wound Ostomy Clinician, CDI Educator-OP, Inpatient Lactation Consult. Nurse Spec	\$ 44.13	\$ 44.98	\$ 45.88	\$ 46.79	\$ 47.74	\$ 48.69	\$ 49.66	\$ 50.66	\$ 51.67	\$ 52.71	\$ 53.77	\$ 54.84	\$ 55.93	\$ 57.04	\$ 58.19	\$ 59.36	\$ 60.54	\$ 61.75	\$ 62.98	\$ 64.24	\$ 65.53	\$ 66.85	\$ 68.17	\$ 69.54	\$ 70.93			
U23	Nursing Prof Dev Practitioner II	\$ 45.45	\$ 46.32	\$ 47.26	\$ 48.19	\$ 49.17	\$ 50.15	\$ 51.15	\$ 52.19	\$ 53.21	\$ 54.29	\$ 55.38	\$ 56.48	\$ 57.61	\$ 58.76	\$ 59.94	\$ 61.14	\$ 62.35	\$ 63.60	\$ 64.88	\$ 66.17	\$ 67.50	\$ 68.85	\$ 70.22	\$ 71.62	\$ 73.05			
U24	Clinical Nurse Leader, Nursing Prof Dev Practitioner Specialist	\$ 47.26	\$ 48.17	\$ 49.15	\$ 50.12	\$ 51.14	\$ 52.16	\$ 53.20	\$ 54.28	\$ 55.34	\$ 56.46	\$ 57.60	\$ 58.74	\$ 59.91	\$ 61.10	\$ 62.33	\$ 63.59	\$ 64.84	\$ 66.15	\$ 67.47	\$ 68.82	\$ 70.21	\$ 71.60	\$ 73.02	\$ 74.48	\$ 75.97			
U25	Clinical Documentation Integrity Specialist IP/OP 2	\$ 40.64	\$ 41.46	\$ 42.28	\$ 43.13	\$ 43.99	\$ 44.87	\$ 45.77	\$ 46.69	\$ 47.62	\$ 48.57	\$ 49.54	\$ 50.53	\$ 51.54	\$ 52.58	\$ 53.63	\$ 54.70	\$ 55.79	\$ 56.91	\$ 58.05	\$ 59.21	\$ 60.39	\$ 61.60	\$ 62.83	\$ 64.09	\$ 65.37			
U26	Clinical Documentation Integrity Specialist IP/OP 3	\$ 42.56	\$ 43.41	\$ 44.28	\$ 45.16	\$ 46.06	\$ 46.99	\$ 47.93	\$ 48.88	\$ 49.86	\$ 50.86	\$ 51.88	\$ 52.91	\$ 53.97	\$ 55.05	\$ 56.15	\$ 57.28	\$ 58.42	\$ 59.59	\$ 60.78	\$ 62.00	\$ 63.24	\$ 64.50	\$ 65.79	\$ 67.11	\$ 68.45			
U10	Nurse Practitioner, Advanced Practice Wound Care Nurse										\$ 62.13	\$ 63.33	\$ 64.59	\$ 65.87	\$ 67.19	\$ 68.53	\$ 69.91	\$ 71.31	\$ 72.73	\$ 74.18	\$ 75.67	\$ 77.19	\$ 78.73	\$ 80.30	\$ 81.92	\$ 83.56			
U11	Nurse Midwife										\$ 65.26	\$ 66.51	\$ 67.84	\$ 69.20	\$ 70.58	\$ 71.99	\$ 73.44	\$ 74.90	\$ 76.40	\$ 77.93	\$ 79.49	\$ 81.07	\$ 82.70	\$ 84.34	\$ 86.03	\$ 87.76			
U12	Neonatal Nurse Practitioner										\$ 69.44	\$ 70.78	\$ 72.19	\$ 73.64	\$ 75.11	\$ 76.61	\$ 78.15	\$ 79.72	\$ 81.32	\$ 82.94	\$ 84.59	\$ 86.28	\$ 88.02	\$ 89.77	\$ 91.58	\$ 93.41			

FY26	Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	
L05	LPN I	\$ 26.99	\$ 27.52	\$ 28.05	\$ 28.61	\$ 29.18	\$ 29.77	\$ 30.36	\$ 30.97	\$ 31.59	\$ 32.22	\$ 32.86	\$ 33.52	\$ 34.18	\$ 34.87	\$ 35.57	\$ 36.29	\$ 37.01	\$ 37.76	\$ 38.52	\$ 39.29	\$ 40.07	\$ 40.88	\$ 41.70	\$ 42.53	\$ 43.38	\$ 44.25		
L06	LPN II, PHSO Resource Partner-LPN	\$ 28.33	\$ 28.88	\$ 29.44	\$ 30.02	\$ 30.63	\$ 31.24	\$ 31.86	\$ 32.50	\$ 33.15	\$ 33.82	\$ 34.50	\$ 35.19	\$ 35.89	\$ 36.60	\$ 37.34	\$ 38.09	\$ 38.85	\$ 39.62	\$ 40.41	\$ 41.22	\$ 42.05	\$ 42.89	\$ 43.74	\$ 44.62	\$ 45.51	\$ 46.42		
L07	LPN III, PHSO Clinical Resource Partner Lead-LPN	\$ 29.83	\$ 30.41	\$ 30.99	\$ 31.61	\$ 32.24	\$ 32.90	\$ 33.56	\$ 34.23	\$ 34.92	\$ 35.62	\$ 36.33	\$ 37.06	\$ 37.79	\$ 38.55	\$ 39.33	\$ 40.11	\$ 40.91	\$ 41.73	\$ 42.56	\$ 43.42	\$ 44.28	\$ 45.17	\$ 46.07	\$ 46.99	\$ 47.93	\$ 48.88		
U06	Staff Nurse I, Staff Nurse II, Rehabilitation Admission Coord, Clinical Documentation Integrity Specialist IP/OP 1, Community Health Care Coordinator RN, Staff Nurse Specialist	\$ 39.42	\$ 40.19	\$ 40.96	\$ 41.78	\$ 42.62	\$ 43.47	\$ 44.35	\$ 45.24	\$ 46.14	\$ 47.06	\$ 48.01	\$ 48.97	\$ 49.95	\$ 50.94	\$ 51.96	\$ 53.00	\$ 54.06	\$ 55.14	\$ 56.24	\$ 57.37	\$ 58.51	\$ 59.68	\$ 60.87	\$ 62.10	\$ 63.35	\$ 64.62		
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