

| Registered Nurse | | | | | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Registered Psychiatric Nurse | | | | | | | | | | |
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | |
| Current - April 1, 2023 | \$ 39.21 | \$ 40.72 | \$ 42.23 | \$ 43.74 | \$ 45.27 | \$ 46.76 | \$ 48.27 | \$ 49.69 | \$ 51.46 | |
| 2% LSPA Rate | \$ 39.99 | \$ 41.53 | \$ 43.07 | \$ 44.61 | \$ 46.18 | \$ 47.70 | \$ 49.24 | \$ 50.68 | \$ 52.49 | |
| Year 1 - April 1, 2024 | | | | | | | | | | |
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | |
| <i>Revised Wage Grid (4% per step)</i> | \$ 39.21 | \$ 40.78 | \$ 42.41 | \$ 44.11 | \$ 45.87 | \$ 47.70 | \$ 49.61 | \$ 51.60 | \$ 53.66 | |
| April 1, 2024 - 3.00% | \$ 40.39 | \$ 42.00 | \$ 43.68 | \$ 45.43 | \$ 47.25 | \$ 49.14 | \$ 51.10 | \$ 53.15 | \$ 55.27 | |
| With BSN \$1.25 (for information only) | \$ 41.64 | \$ 43.25 | \$ 44.93 | \$ 46.68 | \$ 48.50 | \$ 50.39 | \$ 52.35 | \$ 54.40 | \$ 56.52 | |
| 2% LSPA Rate | \$ 41.19 | \$ 42.84 | \$ 44.56 | \$ 46.34 | \$ 48.19 | \$ 50.12 | \$ 52.12 | \$ 54.21 | \$ 56.38 | |
| With BSN \$1.25 (for information only) | \$ 42.44 | \$ 44.09 | \$ 45.81 | \$ 47.59 | \$ 49.44 | \$ 51.37 | \$ 53.37 | \$ 55.46 | \$ 57.63 | |
| Year 2 - April 1, 2025 | | | | | | | | | | |
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | |
| April 1, 2025 - 3.00% | \$ 41.60 | \$ 43.26 | \$ 44.99 | \$ 46.79 | \$ 48.66 | \$ 50.61 | \$ 52.63 | \$ 54.74 | \$ 56.93 | |
| With BSN \$1.25 (for information only) | \$ 42.85 | \$ 44.51 | \$ 46.24 | \$ 48.04 | \$ 49.91 | \$ 51.86 | \$ 53.88 | \$ 55.99 | \$ 58.18 | |
| 2% LSPA Rate | \$ 42.43 | \$ 44.13 | \$ 45.89 | \$ 47.73 | \$ 49.64 | \$ 51.62 | \$ 53.69 | \$ 55.83 | \$ 58.07 | |
| With BSN \$1.25 (for information only) | \$ 43.68 | \$ 45.38 | \$ 47.14 | \$ 48.98 | \$ 50.89 | \$ 52.87 | \$ 54.94 | \$ 57.08 | \$ 59.32 | |
| Date of Ratification (DOR) | | | | | | | | | | |
| | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
| DOR - Move up 1 step / Grid shift | | \$ 43.26 | \$ 44.99 | \$ 46.79 | \$ 48.66 | \$ 50.61 | \$ 52.63 | \$ 54.74 | \$ 56.93 | \$ 59.21 |
| With BSN \$1.25 (for information only) | | \$ 44.51 | \$ 46.24 | \$ 48.04 | \$ 49.91 | \$ 51.86 | \$ 53.88 | \$ 55.99 | \$ 58.18 | \$ 60.46 |
| 2% LSPA Rate | | \$ 44.13 | \$ 45.89 | \$ 47.73 | \$ 49.64 | \$ 51.62 | \$ 53.69 | \$ 55.83 | \$ 58.07 | \$ 60.39 |
| With BSN \$1.25 (for information only) | | \$ 45.38 | \$ 47.14 | \$ 48.98 | \$ 50.89 | \$ 52.87 | \$ 54.94 | \$ 57.08 | \$ 59.32 | \$ 61.64 |
| Year 3 - April 1, 2026 | | | | | | | | | | |
| | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
| April 1, 2026 - 3.00% | | \$ 44.56 | \$ 46.34 | \$ 48.20 | \$ 50.12 | \$ 52.13 | \$ 54.21 | \$ 56.38 | \$ 58.64 | \$ 60.98 |
| With BSN \$1.25 (for information only) | | \$ 45.81 | \$ 47.59 | \$ 49.45 | \$ 51.37 | \$ 53.38 | \$ 55.46 | \$ 57.63 | \$ 59.89 | \$ 62.23 |
| 2% LSPA Rate | | \$ 45.45 | \$ 47.27 | \$ 49.16 | \$ 51.13 | \$ 53.17 | \$ 55.30 | \$ 57.51 | \$ 59.81 | \$ 62.20 |
| With BSN \$1.25 (for information only) | | \$ 46.70 | \$ 48.52 | \$ 50.41 | \$ 52.38 | \$ 54.42 | \$ 56.55 | \$ 58.76 | \$ 61.06 | \$ 63.45 |
| Year 4 - April 1, 2027 | | | | | | | | | | |
| | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
| April 1, 2027 - 3.00% | | \$ 45.90 | \$ 47.73 | \$ 49.64 | \$ 51.63 | \$ 53.69 | \$ 55.84 | \$ 58.07 | \$ 60.40 | \$ 62.81 |
| With BSN \$1.25 (for information only) | | \$ 47.15 | \$ 48.98 | \$ 50.89 | \$ 52.88 | \$ 54.94 | \$ 57.09 | \$ 59.32 | \$ 61.65 | \$ 64.06 |
| 2% LSPA Rate | | \$ 46.81 | \$ 48.69 | \$ 50.63 | \$ 52.66 | \$ 54.77 | \$ 56.96 | \$ 59.24 | \$ 61.60 | \$ 64.07 |
| With BSN \$1.25 (for information only) | | \$ 48.06 | \$ 49.94 | \$ 51.88 | \$ 53.91 | \$ 56.02 | \$ 58.21 | \$ 60.49 | \$ 62.85 | \$ 65.32 |

| Certified Graduate Nurse / Graduate Nurse - Temporary Permit Holder | | | | | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Graduate Psychiatric Nurse | | | | | | | | | | |
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | |
| Current - April 1, 2023 | \$ 35.87 | \$ 36.99 | \$ 37.76 | \$ 38.45 | \$ 39.06 | \$ 39.87 | \$ 41.15 | \$ 42.33 | \$ 43.82 | |
| 2% LSPA Rate | \$ 36.59 | \$ 37.73 | \$ 38.52 | \$ 39.22 | \$ 39.84 | \$ 40.67 | \$ 41.97 | \$ 43.18 | \$ 44.70 | |
| Year 1 - April 1, 2024 | | | | | | | | | | |
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | |
| <i>Revised Wage Grid (4% per step)</i> | \$ 35.87 | \$ 37.30 | \$ 38.80 | \$ 40.35 | \$ 41.96 | \$ 43.64 | \$ 45.39 | \$ 47.20 | \$ 49.09 | |
| April 1, 2024 - 3.00% | \$ 36.95 | \$ 38.42 | \$ 39.96 | \$ 41.56 | \$ 43.22 | \$ 44.95 | \$ 46.75 | \$ 48.62 | \$ 50.56 | |
| With BSN \$1.25 (for information only) | \$ 38.20 | \$ 39.67 | \$ 41.21 | \$ 42.81 | \$ 44.47 | \$ 46.20 | \$ 48.00 | \$ 49.87 | \$ 51.81 | |
| 2% LSPA Rate | \$ 37.69 | \$ 39.19 | \$ 40.76 | \$ 42.39 | \$ 44.09 | \$ 45.85 | \$ 47.68 | \$ 49.59 | \$ 51.57 | |
| With BSN \$1.25 (for information only) | \$ 38.94 | \$ 40.44 | \$ 42.01 | \$ 43.64 | \$ 45.34 | \$ 47.10 | \$ 48.93 | \$ 50.84 | \$ 52.82 | |
| Year 2 - April 1, 2025 | | | | | | | | | | |
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | |
| April 1, 2025 - 3.00% | \$ 38.05 | \$ 39.58 | \$ 41.16 | \$ 42.81 | \$ 44.52 | \$ 46.30 | \$ 48.15 | \$ 50.08 | \$ 52.08 | |
| With BSN \$1.25 (for information only) | \$ 39.30 | \$ 40.83 | \$ 42.41 | \$ 44.06 | \$ 45.77 | \$ 47.55 | \$ 49.40 | \$ 51.33 | \$ 53.33 | |
| 2% LSPA Rate | \$ 38.82 | \$ 40.37 | \$ 41.98 | \$ 43.66 | \$ 45.41 | \$ 47.23 | \$ 49.11 | \$ 51.08 | \$ 53.12 | |
| With BSN \$1.25 (for information only) | \$ 40.07 | \$ 41.62 | \$ 43.23 | \$ 44.91 | \$ 46.66 | \$ 48.48 | \$ 50.36 | \$ 52.33 | \$ 54.37 | |
| Date of Ratification (DOR) | | | | | | | | | | |
| | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
| DOR - Move up 1 step / Grid shift | | \$ 39.58 | \$ 41.16 | \$ 42.81 | \$ 44.52 | \$ 46.30 | \$ 48.15 | \$ 50.08 | \$ 52.08 | \$ 54.16 |
| With BSN \$1.25 (for information only) | | \$ 40.83 | \$ 42.41 | \$ 44.06 | \$ 45.77 | \$ 47.55 | \$ 49.40 | \$ 51.33 | \$ 53.33 | \$ 55.41 |
| 2% LSPA Rate | | \$ 40.37 | \$ 41.98 | \$ 43.66 | \$ 45.41 | \$ 47.23 | \$ 49.11 | \$ 51.08 | \$ 53.12 | \$ 55.25 |
| With BSN \$1.25 (for information only) | | \$ 41.62 | \$ 43.23 | \$ 44.91 | \$ 46.66 | \$ 48.48 | \$ 50.36 | \$ 52.33 | \$ 54.37 | \$ 56.50 |
| Year 3 - April 1, 2026 | | | | | | | | | | |
| | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
| April 1, 2026 - 3.00% | | \$ 40.76 | \$ 42.39 | \$ 44.09 | \$ 45.85 | \$ 47.69 | \$ 49.60 | \$ 51.58 | \$ 53.64 | \$ 55.79 |
| With BSN \$1.25 (for information only) | | \$ 42.01 | \$ 43.64 | \$ 45.34 | \$ 47.10 | \$ 48.94 | \$ 50.85 | \$ 52.83 | \$ 54.89 | \$ 57.04 |
| 2% LSPA Rate | | \$ 41.58 | \$ 43.24 | \$ 44.97 | \$ 46.77 | \$ 48.64 | \$ 50.59 | \$ 52.61 | \$ 54.72 | \$ 56.90 |
| With BSN \$1.25 (for information only) | | \$ 42.83 | \$ 44.49 | \$ 46.22 | \$ 48.02 | \$ 49.89 | \$ 51.84 | \$ 53.86 | \$ 55.97 | \$ 58.15 |
| Year 4 - April 1, 2027 | | | | | | | | | | |
| | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
| April 1, 2027 - 3.00% | | \$ 41.99 | \$ 43.67 | \$ 45.41 | \$ 47.23 | \$ 49.12 | \$ 51.08 | \$ 53.13 | \$ 55.25 | \$ 57.46 |
| With BSN \$1.25 (for information only) | | \$ 43.24 | \$ 44.92 | \$ 46.66 | \$ 48.48 | \$ 50.37 | \$ 52.33 | \$ 54.38 | \$ 56.50 | \$ 58.71 |
| 2% LSPA Rate | | \$ 42.83 | \$ 44.54 | \$ 46.32 | \$ 48.17 | \$ 50.10 | \$ 52.11 | \$ 54.19 | \$ 56.36 | \$ 58.61 |
| With BSN \$1.25 (for information only) | | \$ 44.08 | \$ 45.79 | \$ 47.57 | \$ 49.42 | \$ 51.35 | \$ 53.36 | \$ 55.44 | \$ 57.61 | \$ 59.86 |

| Assistant Head Nurse | | | | | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Nurse Clinician | | | | | | | | | | |
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | |
| Current - April 1, 2023 | \$ 40.52 | \$ 42.28 | \$ 43.99 | \$ 45.66 | \$ 47.27 | \$ 49.02 | \$ 50.59 | \$ 52.09 | \$ 53.91 | |
| 2% LSPA Rate | \$ 41.33 | \$ 43.13 | \$ 44.87 | \$ 46.57 | \$ 48.22 | \$ 50.00 | \$ 51.60 | \$ 53.13 | \$ 54.99 | |
| Year 1 - April 1, 2024 | | | | | | | | | | |
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | |
| <i>Revised Wage Grid (4% per step)</i> | \$ 40.52 | \$ 42.14 | \$ 43.83 | \$ 45.58 | \$ 47.40 | \$ 49.30 | \$ 51.27 | \$ 53.32 | \$ 55.45 | |
| April 1, 2024 - 3.00% | \$ 41.74 | \$ 43.41 | \$ 45.14 | \$ 46.95 | \$ 48.82 | \$ 50.78 | \$ 52.81 | \$ 54.92 | \$ 57.12 | |
| With BSN \$1.25 (for information only) | \$ 42.99 | \$ 44.66 | \$ 46.39 | \$ 48.20 | \$ 50.07 | \$ 52.03 | \$ 54.06 | \$ 56.17 | \$ 58.37 | |
| 2% LSPA Rate | \$ 42.57 | \$ 44.27 | \$ 46.04 | \$ 47.89 | \$ 49.80 | \$ 51.79 | \$ 53.87 | \$ 56.02 | \$ 58.26 | |
| With BSN \$1.25 (for information only) | \$ 43.82 | \$ 45.52 | \$ 47.29 | \$ 49.14 | \$ 51.05 | \$ 53.04 | \$ 55.12 | \$ 57.27 | \$ 59.51 | |
| Year 2 - April 1, 2025 | | | | | | | | | | |
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | |
| April 1, 2025 - 3.00% | \$ 42.99 | \$ 44.71 | \$ 46.50 | \$ 48.36 | \$ 50.29 | \$ 52.30 | \$ 54.39 | \$ 56.57 | \$ 58.83 | |
| With BSN \$1.25 (for information only) | \$ 44.24 | \$ 45.96 | \$ 47.75 | \$ 49.61 | \$ 51.54 | \$ 53.55 | \$ 55.64 | \$ 57.82 | \$ 60.08 | |
| 2% LSPA Rate | \$ 43.85 | \$ 45.60 | \$ 47.43 | \$ 49.32 | \$ 51.30 | \$ 53.35 | \$ 55.48 | \$ 57.70 | \$ 60.01 | |
| With BSN \$1.25 (for information only) | \$ 45.10 | \$ 46.85 | \$ 48.68 | \$ 50.57 | \$ 52.55 | \$ 54.60 | \$ 56.73 | \$ 58.95 | \$ 61.26 | |
| Date of Ratification (DOR) | | | | | | | | | | |
| | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
| DOR - Move up 1 step / Grid shift | | \$ 44.71 | \$ 46.50 | \$ 48.36 | \$ 50.29 | \$ 52.30 | \$ 54.39 | \$ 56.57 | \$ 58.83 | \$ 61.18 |
| With BSN \$1.25 (for information only) | | \$ 45.96 | \$ 47.75 | \$ 49.61 | \$ 51.54 | \$ 53.55 | \$ 55.64 | \$ 57.82 | \$ 60.08 | \$ 62.43 |
| 2% LSPA Rate | | \$ 45.60 | \$ 47.43 | \$ 49.32 | \$ 51.30 | \$ 53.35 | \$ 55.48 | \$ 57.70 | \$ 60.01 | \$ 62.41 |
| With BSN \$1.25 (for information only) | | \$ 46.85 | \$ 48.68 | \$ 50.57 | \$ 52.55 | \$ 54.60 | \$ 56.73 | \$ 58.95 | \$ 61.26 | \$ 63.66 |
| Year 3 - April 1, 2026 | | | | | | | | | | |
| | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
| April 1, 2026 - 3.00% | | \$ 46.05 | \$ 47.89 | \$ 49.81 | \$ 51.80 | \$ 53.87 | \$ 56.02 | \$ 58.27 | \$ 60.60 | \$ 63.02 |
| With BSN \$1.25 (for information only) | | \$ 47.30 | \$ 49.14 | \$ 51.06 | \$ 53.05 | \$ 55.12 | \$ 57.27 | \$ 59.52 | \$ 61.85 | \$ 64.27 |
| 2% LSPA Rate | | \$ 46.97 | \$ 48.85 | \$ 50.80 | \$ 52.83 | \$ 54.95 | \$ 57.15 | \$ 59.43 | \$ 61.81 | \$ 64.28 |
| With BSN \$1.25 (for information only) | | \$ 48.22 | \$ 50.10 | \$ 52.05 | \$ 54.08 | \$ 56.20 | \$ 58.40 | \$ 60.68 | \$ 63.06 | \$ 65.53 |
| Year 4 - April 1, 2027 | | | | | | | | | | |
| | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
| April 1, 2027 - 3.00% | | \$ 47.43 | \$ 49.33 | \$ 51.30 | \$ 53.35 | \$ 55.49 | \$ 57.71 | \$ 60.01 | \$ 62.41 | \$ 64.91 |
| With BSN \$1.25 (for information only) | | \$ 48.68 | \$ 50.58 | \$ 52.55 | \$ 54.60 | \$ 56.74 | \$ 58.96 | \$ 61.26 | \$ 63.66 | \$ 66.16 |
| 2% LSPA Rate | | \$ 48.38 | \$ 50.31 | \$ 52.33 | \$ 54.42 | \$ 56.60 | \$ 58.86 | \$ 61.21 | \$ 63.66 | \$ 66.21 |
| With BSN \$1.25 (for information only) | | \$ 49.63 | \$ 51.56 | \$ 53.58 | \$ 55.67 | \$ 57.85 | \$ 60.11 | \$ 62.46 | \$ 64.91 | \$ 67.46 |

| Head Nurse Instructor | | | | | | | | | | |
|--|----------|----------|----------|----------|----------|----------|----------|----------|----------|--|
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | |
| Current - April 1, 2023 | \$ 42.91 | \$ 44.76 | \$ 46.67 | \$ 48.54 | \$ 50.46 | \$ 52.41 | \$ 54.02 | \$ 55.61 | \$ 57.57 | |
| 2% LSPA Rate | \$ 43.77 | \$ 45.66 | \$ 47.60 | \$ 49.51 | \$ 51.47 | \$ 53.46 | \$ 55.10 | \$ 56.72 | \$ 58.72 | |
| Year 1 - April 1, 2024 | | | | | | | | | | |
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | |
| Revised Wage Grid (4% per step) | \$ 42.91 | \$ 44.63 | \$ 46.41 | \$ 48.27 | \$ 50.20 | \$ 52.21 | \$ 54.29 | \$ 56.47 | \$ 58.73 | |
| April 1, 2024 - 3.00% | \$ 44.20 | \$ 45.97 | \$ 47.80 | \$ 49.72 | \$ 51.70 | \$ 53.77 | \$ 55.92 | \$ 58.16 | \$ 60.49 | |
| With BSN \$1.25 (for information only) | \$ 45.45 | \$ 47.22 | \$ 49.05 | \$ 50.97 | \$ 52.95 | \$ 55.02 | \$ 57.17 | \$ 59.41 | \$ 61.74 | |
| 2% LSPA Rate | \$ 45.08 | \$ 46.88 | \$ 48.76 | \$ 50.71 | \$ 52.74 | \$ 54.85 | \$ 57.04 | \$ 59.32 | \$ 61.70 | |
| With BSN \$1.25 (for information only) | \$ 46.33 | \$ 48.13 | \$ 50.01 | \$ 51.96 | \$ 53.99 | \$ 56.10 | \$ 58.29 | \$ 60.57 | \$ 62.95 | |
| Year 2 - April 1, 2025 | | | | | | | | | | |
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | |
| April 1, 2025 - 3.00% | \$ 45.52 | \$ 47.34 | \$ 49.24 | \$ 51.21 | \$ 53.26 | \$ 55.39 | \$ 57.60 | \$ 59.91 | \$ 62.30 | |
| With BSN \$1.25 (for information only) | \$ 46.77 | \$ 48.59 | \$ 50.49 | \$ 52.46 | \$ 54.51 | \$ 56.64 | \$ 58.85 | \$ 61.16 | \$ 63.55 | |
| 2% LSPA Rate | \$ 46.43 | \$ 48.29 | \$ 50.22 | \$ 52.23 | \$ 54.32 | \$ 56.49 | \$ 58.75 | \$ 61.10 | \$ 63.55 | |
| With BSN \$1.25 (for information only) | \$ 47.68 | \$ 49.54 | \$ 51.47 | \$ 53.48 | \$ 55.57 | \$ 57.74 | \$ 60.00 | \$ 62.35 | \$ 64.80 | |
| Date of Ratification (DOR) | | | | | | | | | | |
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | |
| DOR - Move up 1 step / Grid shift | \$ 47.34 | \$ 49.24 | \$ 51.21 | \$ 53.26 | \$ 55.39 | \$ 57.60 | \$ 59.91 | \$ 62.30 | \$ 64.79 | |
| With BSN \$1.25 (for information only) | \$ 48.59 | \$ 50.49 | \$ 52.46 | \$ 54.51 | \$ 56.64 | \$ 58.85 | \$ 61.16 | \$ 63.55 | \$ 66.04 | |
| 2% LSPA Rate | \$ 48.29 | \$ 50.22 | \$ 52.23 | \$ 54.32 | \$ 56.49 | \$ 58.75 | \$ 61.10 | \$ 63.55 | \$ 66.09 | |
| With BSN \$1.25 (for information only) | \$ 49.54 | \$ 51.47 | \$ 53.48 | \$ 55.57 | \$ 57.74 | \$ 60.00 | \$ 62.35 | \$ 64.80 | \$ 67.34 | |
| Year 3 - April 1, 2026 | | | | | | | | | | |
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | |
| April 1, 2026 - 3.00% | \$ 48.76 | \$ 50.72 | \$ 52.74 | \$ 54.85 | \$ 57.05 | \$ 59.33 | \$ 61.70 | \$ 64.17 | \$ 66.74 | |
| With BSN \$1.25 (for information only) | \$ 50.01 | \$ 51.97 | \$ 53.99 | \$ 56.10 | \$ 58.30 | \$ 60.58 | \$ 62.95 | \$ 65.42 | \$ 67.99 | |
| 2% LSPA Rate | \$ 49.74 | \$ 51.73 | \$ 53.80 | \$ 55.95 | \$ 58.19 | \$ 60.52 | \$ 62.94 | \$ 65.45 | \$ 68.07 | |
| With BSN \$1.25 (for information only) | \$ 50.99 | \$ 52.98 | \$ 55.05 | \$ 57.20 | \$ 59.44 | \$ 61.77 | \$ 64.19 | \$ 66.70 | \$ 69.32 | |
| Year 4 - April 1, 2027 | | | | | | | | | | |
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | |
| April 1, 2027 - 3.00% | \$ 50.23 | \$ 52.24 | \$ 54.33 | \$ 56.50 | \$ 58.76 | \$ 61.11 | \$ 63.55 | \$ 66.10 | \$ 68.74 | |
| With BSN \$1.25 (for information only) | \$ 51.48 | \$ 53.49 | \$ 55.58 | \$ 57.75 | \$ 60.01 | \$ 62.36 | \$ 64.80 | \$ 67.35 | \$ 69.99 | |
| 2% LSPA Rate | \$ 51.23 | \$ 53.28 | \$ 55.41 | \$ 57.63 | \$ 59.93 | \$ 62.33 | \$ 64.82 | \$ 67.42 | \$ 70.11 | |
| With BSN \$1.25 (for information only) | \$ 52.48 | \$ 54.53 | \$ 56.66 | \$ 58.88 | \$ 61.18 | \$ 63.58 | \$ 66.07 | \$ 68.67 | \$ 71.36 | |

| Clinical Nurse Specialist | | | | | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | |
| Current - April 1, 2023 | \$ 45.04 | \$ 47.00 | \$ 49.01 | \$ 50.98 | \$ 52.98 | \$ 55.02 | \$ 56.72 | \$ 58.38 | \$ 60.44 | |
| 2% LSPA Rate | \$ 45.94 | \$ 47.94 | \$ 49.99 | \$ 52.00 | \$ 54.04 | \$ 56.12 | \$ 57.85 | \$ 59.55 | \$ 61.65 | |
| Year 1 - April 1, 2024 | | | | | | | | | | |
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | |
| <i>Revised Wage Grid (4% per step)</i> | \$ 45.04 | \$ 46.84 | \$ 48.72 | \$ 50.66 | \$ 52.69 | \$ 54.80 | \$ 56.99 | \$ 59.27 | \$ 61.64 | |
| April 1, 2024 - 3.00% | \$ 46.39 | \$ 48.25 | \$ 50.18 | \$ 52.18 | \$ 54.27 | \$ 56.44 | \$ 58.70 | \$ 61.05 | \$ 63.49 | |
| With BSN \$1.25 (for information only) | \$ 47.64 | \$ 49.50 | \$ 51.43 | \$ 53.43 | \$ 55.52 | \$ 57.69 | \$ 59.95 | \$ 62.30 | \$ 64.74 | |
| 2% LSPA Rate | \$ 47.32 | \$ 49.21 | \$ 51.18 | \$ 53.23 | \$ 55.36 | \$ 57.57 | \$ 59.87 | \$ 62.27 | \$ 64.76 | |
| With BSN \$1.25 (for information only) | \$ 48.57 | \$ 50.46 | \$ 52.43 | \$ 54.48 | \$ 56.61 | \$ 58.82 | \$ 61.12 | \$ 63.52 | \$ 66.01 | |
| Year 2 - April 1, 2025 | | | | | | | | | | |
| | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | |
| April 1, 2025 - 3.00% | \$ 47.78 | \$ 49.69 | \$ 51.68 | \$ 53.75 | \$ 55.90 | \$ 58.14 | \$ 60.46 | \$ 62.88 | \$ 65.39 | |
| With BSN \$1.25 (for information only) | \$ 49.03 | \$ 50.94 | \$ 52.93 | \$ 55.00 | \$ 57.15 | \$ 59.39 | \$ 61.71 | \$ 64.13 | \$ 66.64 | |
| 2% LSPA Rate | \$ 48.74 | \$ 50.69 | \$ 52.72 | \$ 54.82 | \$ 57.02 | \$ 59.30 | \$ 61.67 | \$ 64.14 | \$ 66.70 | |
| With BSN \$1.25 (for information only) | \$ 49.99 | \$ 51.94 | \$ 53.97 | \$ 56.07 | \$ 58.27 | \$ 60.55 | \$ 62.92 | \$ 65.39 | \$ 67.95 | |
| Date of Ratification (DOR) | | | | | | | | | | |
| | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
| DOR - Move up 1 step / Grid shift | | \$ 49.69 | \$ 51.68 | \$ 53.75 | \$ 55.90 | \$ 58.14 | \$ 60.46 | \$ 62.88 | \$ 65.39 | \$ 68.01 |
| With BSN \$1.25 (for information only) | | \$ 50.94 | \$ 52.93 | \$ 55.00 | \$ 57.15 | \$ 59.39 | \$ 61.71 | \$ 64.13 | \$ 66.64 | \$ 69.26 |
| 2% LSPA Rate | | \$ 50.69 | \$ 52.72 | \$ 54.82 | \$ 57.02 | \$ 59.30 | \$ 61.67 | \$ 64.14 | \$ 66.70 | \$ 69.37 |
| With BSN \$1.25 (for information only) | | \$ 51.94 | \$ 53.97 | \$ 56.07 | \$ 58.27 | \$ 60.55 | \$ 62.92 | \$ 65.39 | \$ 67.95 | \$ 70.62 |
| Year 3 - April 1, 2026 | | | | | | | | | | |
| | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
| April 1, 2026 - 3.00% | | \$ 51.19 | \$ 53.23 | \$ 55.36 | \$ 57.58 | \$ 59.88 | \$ 62.27 | \$ 64.77 | \$ 67.36 | \$ 70.05 |
| With BSN \$1.25 (for information only) | | \$ 52.44 | \$ 54.48 | \$ 56.61 | \$ 58.83 | \$ 61.13 | \$ 63.52 | \$ 66.02 | \$ 68.61 | \$ 71.30 |
| 2% LSPA Rate | | \$ 52.21 | \$ 54.30 | \$ 56.47 | \$ 58.73 | \$ 61.08 | \$ 63.52 | \$ 66.06 | \$ 68.70 | \$ 71.45 |
| With BSN \$1.25 (for information only) | | \$ 53.46 | \$ 55.55 | \$ 57.72 | \$ 59.98 | \$ 62.33 | \$ 64.77 | \$ 67.31 | \$ 69.95 | \$ 72.70 |
| Year 4 - April 1, 2027 | | | | | | | | | | |
| | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
| April 1, 2027 - 3.00% | | \$ 52.72 | \$ 54.83 | \$ 57.02 | \$ 59.30 | \$ 61.68 | \$ 64.14 | \$ 66.71 | \$ 69.38 | \$ 72.15 |
| With BSN \$1.25 (for information only) | | \$ 53.97 | \$ 56.08 | \$ 58.27 | \$ 60.55 | \$ 62.93 | \$ 65.39 | \$ 67.96 | \$ 70.63 | \$ 73.40 |
| 2% LSPA Rate | | \$ 53.78 | \$ 55.93 | \$ 58.16 | \$ 60.49 | \$ 62.91 | \$ 65.43 | \$ 68.04 | \$ 70.76 | \$ 73.59 |
| With BSN \$1.25 (for information only) | | \$ 55.03 | \$ 57.18 | \$ 59.41 | \$ 61.74 | \$ 64.16 | \$ 66.68 | \$ 69.29 | \$ 72.01 | \$ 74.84 |

| Undergraduate Nurse | Step 1 |
|-----------------------------|---------------|
| Year 1 - April 1, 2024 - 3% | \$29.75 |
| Year 2 - April 1, 2025 - 3% | \$30.64 |
| Year 3 - April 1, 2026 - 3% | \$31.56 |
| Year 4 - April 1, 2027 - 3% | \$32.51 |