

FIND **YOUR RETRO**

The Factors to Calculate

All paid hours between the dates of **April 1, 2024 and March 31, 2025** are eligible for Year 1 retro pay.

Because the fiscal and calendar years are offset (April vs January) this may require you to look at each pay advice from April 2024 through the end of March 2025.

All Paid Hours include

- › Vacation
- › Sick time
- › Stat Holiday pay, overtime, paid leaves of absence, and payments from WCB

Does not include

- › Short term disability
- › Long term disability
- › Hour Premiums (*shift differentials, weekend premium, charge pay, preceptor pay*)

Calculating your hours

Retro pay amounts will vary member to member. While the amounts may vary, the process to calculating the retro pay remains the same. The following examples will walk you through how to estimate your retro pay. For a more precise estimate, you will need to find the hour amounts within your pay advice from e-People for the applicable time periods.

Factors that may affect your calculation estimate

- › If you changed your FTE or classification throughout the year
- › If you moved up the pay grid in the last year

Important Note: Education allowances as set out in Article 26 have not changed.

One example includes the 2% Long Service Pay Adjustments (LSPA). The LSPA value changes from year to year on the grid as the pay increases are applied. These examples are a starting point to assist you in determining the range of retro pay you should expect.

Estimate Calculation

Your new rate of pay as of April 1, 2024 – Your current rate of pay as of March 31, 2024 = [TOTAL] x Hours worked from April 1, 2024 to March 31, 2025 = \$ Retro Pay



Steps

A. Locate your Basic Rate of Pay (BROP) on Year 1- April 2024

Look at the BROP that falls under the same numbered step in the grid. Within Year 1, your wage has undergone a grid step revision that ensures each step is 4% higher than the previous step. An additional 3% is then added to that amount to form your new Year 1 BROP.

B. Locate your current BROP on the grid

This is your current BROP. If you are currently receiving the 20 year long service pay adjustment (2% LSPA), use the line that corresponds to that amount.

If you are receiving an additional premium for education allowance as outlined in Article 26, it forms part of your basic rate of pay and is not required in determining your retro pay estimate.

C. Calculate the BROP difference for Year 1

To find the difference between the BROP Minus Step A amount from Step B. The amount calculated is the differential in hourly pay for Year 1.

D. Annual Hours Calculation using your FTE

Full time is considered 1920.75 hours at most sites, though there are some locals have 2022.75 hours as the full time total. Refer to Local conditions in the current contract. For the most accurate estimate look at your pay advice from e-People.

If you are in a 0.6 FTE, finding your hours estimate can be easily figured out by multiplying your FTE by your annual hours.

Examples:

Registered Nurse	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Current - April 1, 2023	\$ 39.22	\$ 40.72	\$ 42.23	\$ 43.74	\$ 45.27	\$ 46.79	\$ 48.27	\$ 49.80	\$ 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
Revised Wage Grid (4% per step)	\$ 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	\$ 53.17	\$ 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

<p>Step 2 Nurse with no Education Allowance and no Long Service Pay</p> <p>\$42.00 - \$40.72 = \$1.28 x 1,920.75 hours worked = \$2,458.56</p>	<p>Step 2 Nurse with Education Allowance and no Long Service Pay</p> <p>\$43.25 - \$41.97 = \$1.28 x 1,920.75 hours worked = \$2,458.56</p>	<p>Step 9 Nurse with no Education Allowance and no Long Service Pay</p> <p>\$55.27 - \$51.46 = \$3.81 x 1,920.75 hours worked = \$7,318.06</p>	<p>Step 9 Nurse with Education Allowance and Long Service Pay</p> <p>\$57.63 - \$53.74 = \$3.89 x 1,920.75 hours worked = \$7,471.72</p>
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Overtime hours

Overtime hours should be included as part of the total hours indicated in Step D.

What about Year 2?

The retro pay for Year 2 only applies from April 1, 2025 to the Date of Ratification. The proposed Ratification Vote is set for April 2, 2025.

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

Tentative Salary Appendix

Registered Nurse / Registered Psychiatric Nurse

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
Revised Wage Grid (4% per step)	\$ 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

Tentative Salary Appendix

Certified Graduate Nurse / Graduate Nurse - Temporary Permit Holder Graduate Psychiatric Nurse

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
Revised Wage Grid (4% per step)	\$ 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	\$ 42.63	\$ 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

Tentative Salary Appendix

Assistant Head Nurse

Nurse Clinician

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										
Revised Wage Grid (4% per step)	\$ 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										
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)										
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										
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										
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	

Tentative Salary Appendix
 Head Nurse
 Instructor

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									
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									
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)									
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									
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									
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

Tentative Salary Appendix

Clinic Nurse Specialist

Clinic 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
Revised Wage Grid (4% per step)	\$ 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