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RNPA Proposal 40, October 12, 2023

7.2 Basic Pay Plan

f) Longevity Pay - Step Six

~~Effective August 7, 2000 a~~ **A** sixth step is established at approximately five percent (5%) above step five for the existing classifications of Clinical Nurse III, Psychiatric Nurse III, Nurse Coordinator, Staff Developer, Clinical Nurse Specialist, Infection Control Nurse, and Nurse Practitioner **II & III, Assistant Nurse Manager and Certified Registered Nurse Anesthetist**. ~~The sixth step and shall be paid after the accumulation of thirty-six (36) months of competent service at the fifth step. Beginning November 12, 2001 eligibility for sixth step shall be extended to the classifications of Assistant Nurse Manager and Certified Registered Nurse Anesthetist.~~

g) Longevity Pay - Step Seven

~~Effective August 7, 2000 a~~ **A** seventh step is established at approximately ~~five~~ **two-and-one-half** percent (**2.5%**) above step six for the existing classifications of Clinical Nurse III, Psychiatric Nurse III, Nurse Coordinator, Staff Developer, Clinical Nurse Specialist, Infection Control Nurse, and Nurse Practitioner **II & III, Assistant Nurse Manager and Certified Registered Nurse Anesthetist**. ~~The seventh step and shall be paid after the accumulation of one hundred and thirty-two~~ **twenty-four months** (~~132~~**24**) of competent service subsequent to attainment of step ~~five~~ **six** of the nurse's current classification. ~~Effective August 7, 2000, former Clinical Nurse IVs and Clinical Nurse Vs, who are currently Clinical Nurse III's and had their salaries frozen, shall be eligible to be paid at step seven. Beginning November 11, 2002, eligibility for the seventh step shall be extended to the classification of Assistant Nurse Manager.~~

h) Longevity Pay - Step Eight

An eighth step is established at approximately two-and-one-half percent (2.5%) above step six for the existing classifications of Clinical Nurse III, Psychiatric Nurse III, Nurse Coordinator, Staff Developer, Clinical Nurse



Specialist, Infection Control Nurse, and Nurse Practitioner II & III, Assistant Nurse Manager and Certified Registered Nurse Anesthetist and shall be paid after the accumulation of thirty-six months (36) of competent service subsequent to attainment of step seven of the nurse's current classification.

i) Longevity Pay Steps - Steps A, B and C

~~Effective November 8, 2004~~ Pay steps A, B and C are established as sub-steps within a salary range at approximately two and one half percent (2.5%), five percent (5%) and seven and one half percent (7.5%) higher than a corresponding step (e.g. step ~~78~~, step ~~78~~A, step ~~78~~B and step ~~78~~C). The A step shall be paid during the 15th year through the 19th year of service in this bargaining unit. The B step shall be paid during the 20th year through the 24th year of service in this bargaining unit. The C step shall be paid during the 25th year and beyond of service in this bargaining unit.