

County of Santa Clara
Title: Clinical Nurse III
Analysis Date: December 2023

Survey Agency	Unit	Comparable Classification	Top Step Annual Salary	Employer Paid Medical	Employer Paid Dental	Total
Alameda County	SEIU	Registered Nurse III	\$155,875.20	\$ 38,576.64	\$ 1,486.56	\$195,938.40
El Camino Health	PRN	Clinical Nurse III	\$199,269.82	\$ 40,166.10	\$ 501.28	\$239,937.20
HCA Hospitals (Good Samaritan/Regional Medical)	CNA	Registered Nurse III	\$198,515.20	Unavailable	Unavailable	\$198,515.20
Kaiser Permanente (Northern California)	CNA	Staff Nurse III	\$195,363.58	\$ 29,126.04	\$ 1,516.92	\$226,006.54
Palo Alto - VA Hospital	NNU	Registered Nurse Grade 3	\$202,729.00	\$ 15,896.00	\$ -	\$218,625.00
San Francisco, City and County of	SEIU	Registered Nurse	\$205,374.00	\$ 26,348.88	\$ 1,723.20	\$233,446.08
San Mateo County	CNA	Clinical Nurse	\$179,504.00	\$ 47,078.98	\$ 1,277.38	\$227,860.36
Stanford Health Care	CRONA	Clinical Nurse III	\$215,945.60	\$ 37,268.16	\$ 1,431.12	\$254,644.88
Washington	CNA	Registered Nurse III	\$186,596.80	\$ 29,640.00	\$ 2,280.00	\$218,516.80
UCSF	CNA	Clinical Nurse III	\$225,176.22	Unavailable	Unavailable	\$225,176.22
Santa Clara County						
	RNPA	Clinical Nurse III	\$201,327.36	\$ 41,723.24	\$ 1,409.98	\$244,460.58
		Survey Median	\$199,270			\$225,176
		Variance from Median	1.02%			7.89%
		Survey Average	\$197,554			\$222,789
		Variance From Average	1.87%			8.87%

Notes:

Used December 2023 as the date as several changes occur in January 2024 with no information available at time of survey.

Stanford utilizes a 6-step system