



RNPA Wage Increase + Realignment History 2019 – 2022

Job Classification	Job Code	2019 Step 5**	3% increase + Realignment	01/27/20	3% Increase + Realignment	10/19/20	3% Increase	11/1/21	3% Increase	10/31/22	Class Study	11/14/22
Clinical Nurse I	S89	\$132,654.08	7.00%	\$141,939.87	4.00%	\$147,617.46	3.00%	\$152,045.98	3.00%	\$156,607.36	10%	\$172,268.10
Clinical Nurse II	S76	\$140,608.00	7.00%	\$150,450.56	4.00%	\$156,468.58	3.00%	\$161,162.64	3.00%	\$165,887.32	10%	\$182,597.27
Clinical Nurse III	S75	\$155,034.88	7.00%	\$165,887.32	4.00%	\$172,522.81	3.00%	\$177,698.50	3.00%	\$172,522.81	10%	\$201,332.40
Per Diem Clinical Nurse*	S99	\$187,449.60	7.00%	\$200,571.07	4.00%	\$208,593.91	3.00%	\$214,297.28	3.00%	\$221,851.73	20%	\$265,556.74
Assistant Nurse Manager	S11	\$179,476.96	7.00%	\$192,040.35	4.00%	\$199,721.96	3.00%	\$205,713.62	3.00%	\$211,885.03	10%	\$233,073.53

*Per Diem receive a higher rate of pay in lieu of benefits and are meant to fill holes in schedules to supplement coded nurses.

Total Compounded Increases

Job Classification	1/27/2020	10/19/2020	11/1/2021	10/31/2022	11/14/2022
Clinical Nurse I, II, and III	7.00%	11.28%	14.26%	18.06%	29.86%
Assistant Nurse Manager	7.00%	11.28%	14.26%	18.06%	29.86%
Per Diem Clinical Nurse	7.00%	11.28%	14.26%	18.06%	41.67%