

SHARP HEALTHCARE (provided 9-22-2011)

Grid included 29 step one year setps, from less than 1 year to 28 or more years of RN experinece

			> 1 yr	1 yr	2 yr	3 yr	4 yr	5 yr	6 yr	7 yr	8 yr	9 yr	10 yr	11 yr	12 yr	13 yr	14 yr	15 yr	16 yr	17 yr	18 yr	19 yr	20 yr	21 yr	22 yr	23 yr	24 yr	25 yr
Clinical Nurse	10/1/2011		34.35	36.81	36.81	36.81	37.55	38.29	39.06	39.83	40.63	41.64	42.05	42.70	43.11	43.77	44.19	44.85	45.29	45.98	46.43	47.12	47.58	48.31	48.31	49.50	49.98	50.75
Advanced Clinician	10/1/2011					41.49	41.37	41.37	42.18	43.03	43.89	44.98	45.42	46.11	46.35	47.26	47.72	48.45	48.92	49.67	50.14	50.91	51.40	52.17	52.17	53.47	53.99	54.81

SHARP HEALTHCARE (provided 9-27-2011)

Grid included 29 step one year setps, from less than 1 year to 28 or more years of RN experinece

			> 1 yr	1 yr	2 yr	3 yr	4 yr	5 yr	6 yr	7 yr	8 yr	9 yr	10 yr	11 yr	12 yr	13 yr	14 yr	15 yr	16 yr	17 yr	18 yr	19 yr	20 yr	21 yr	22 yr	23 yr	24 yr	25 yr
Clinical Nurse	10/1/2011		33.85	34.52	35.21	35.92	36.64	37.37	38.11	38.87	39.66	40.45	41.25	42.09	42.92	43.79	44.22	44.66	45.10	45.56	46.01	46.67	46.94	47.41	47.88	48.46	48.97	49.46
Advanced Clinician	10/1/2011				38.03	38.79	39.56	40.36	41.16	41.99	42.83	43.68	44.56	45.45	46.36	47.28	47.76	48.23	48.72	49.20	49.69	50.19	50.69	51.20	51.71	52.23	52.75	53.28

KAISER PERMANENTE

		Inexp.	Start	1 yr	2 yr	3 yr	4 yr	5 yr	6 yr		8 yr		10 yr		15 yr		20 yr		25 yr
LEVEL II (inpatient M/S)	10/1/2011	36.28	38.46	41.54	43.61	45.79	47.62	49.53	51.26		52.93		54.65		56.07		57.47		58.91
LEVEL III (inpatient specialty)	10/1/2011	37.73	40.00	43.20	45.36	47.62	49.53	51.51	53.31		55.05		56.84		58.31		59.77		61.27

RADY CHILDREN'S HOSPITAL-SAN DIEGO

			1 yr	2 yr	3 yr	4 yr	5 yr	6 yr	7 yr	8 yr	9 yr	10 yr		12 yr		14 yr		16 yr		18 yr		20 yr		22 yr		24 yr	
Clinical Nurse II	7/1/2011		35.67	36.56	37.47	38.41	39.37	40.35	41.36	42.40	43.46	44.54		45.66		46.80		47.97		49.17		50.40		51.66		52.95	
Clinical Nurse III	7/1/2011		42.02	43.07	44.14	45.25	46.38	47.54	48.72	49.94	51.19	52.47		53.78		55.13		56.51		57.92		59.37		60.85		62.37	

UNIVERSITY OF CALIFORNIA SAN DIEGO

			1 yr	2 yr	3 yr	4 yr	5 yr	6 yr	7 yr	8 yr	9 yr	10 yr	11 yr	12 yr	13 yr	14 yr	15 yr	16 yr	17 yr	
Clinical Nurse II	6/1/2011		34.99	35.70	36.41	37.13	37.89	38.64	39.41	40.20	41.02	41.82	42.66	43.49	44.40	45.29	46.19	47.12	48.06	
Clinical Nurse III	6/1/2011		36.94	37.68	38.45	39.21	40.01	40.80	41.62	42.44	43.29	44.15	45.05	45.94	46.84	47.82	48.78	49.75	50.74	
Clinical Nurse IV	6/1/2011		40.10	40.91	41.72	42.56	43.41	44.28	45.17	46.06	46.99	47.93	48.89	49.86	50.84	51.88	52.91	53.97	55.05	