

Examples of Pay Progression in Last, Best, Final Offer

Note: Total Increase includes annual increases, regular Step increases, and Step Placement Correction increases.

Example 1: Nurse A was hired in May 2020 with 15 years of experience and was originally placed at Step 8 (instead of 11.) Currently, Nurse A

is at Step 10, with 19 years experience in 2024.. Nurse A will also accrue an additional 3 years of experience during the contract.

Year	Current	W/in 90 days of Ratification	2025	2026	2027	Total
Rate & Step	\$58.49 Step 10	Step 10	Step 11	Step 12	Step 14	
Step Increase Anniversary Date	Moved up in May 2024	Moved up in May 2024	Moving up May 2026	+1 Step May 2026. Next 2028	Moving up May 2028	
Step Placement Correction, if eligible, June 1		+1 Step to Step 11	+1 Step to Step 12	+1 Step to Step 14	None	
Experience Credit	12 years	14 years	16 years	21	22	
Actual Experience	19 years	19 years	20 years	21	22	
Total Increase for Year		12.55%	8.67%	10.88%	4.00%	36.09%
New Wage/Step	\$58.49 Step 10	\$65.83 Step 11	\$71.54 Step 12	\$79.32 Step 14	\$82.49 Step 14	

Example 2: Nurse B was hired in January 2001 with 1 year of experience. Currently, Nurse B is at Step 14 with 24 years of experience.

Year	Current	W/in 90 days of Ratification	2025	2026	2027	Total
Rate & Step	\$64.85 Step 13	Step 13	Step 14	Step 15	Step 16	
Step Increase Anniversary Date	Previously credited	Moving up Jan 2026	Moving up Jan 2026	+1 Step Jan 2026. New top of scale.	Top of scale	
Step Placement Correction, if eligible, June 1		+1 Step to Step 14	+1 Step to Step 15	NA due to topping out.	Top of scale	
Experience Credit	18 years	20 years	22 years	24 years	24 years	
Actual Experience	24 years	24 years	25 years	26 years	27 years	
Total Increase for Year		11.46%	7.64%	8.16%	4.00%	31.26%
New Wage/Step	\$64.85 Step 13	\$72.28 Step 14	\$77.80 Step 15	\$84.15 Step 16	\$87.52 Step 16	

Example 3: Nurse C was hired in March of 2024 with 4 years of experience and started at Step 4.

Year	Current	W/in 90 days of Ratification	2025	2026	2027	Total
Rate & Step	\$47.58 Step 4	Step 4	Step 4	Step 5		
Step Increase Anniversary Date	Moving up March 2025	Moving up March 2025	+1 Step to Step 5, Next March 2026	+1 Step to Step 6, Next March 2027	+1 Step to Step 7, Next March 2028	
Step Placement Correction, if eligible, June 1		NA	NA	NA	NA	
Experience Credit	4 years	4 years	5 years	6 years	7 years	
Actual Experience	4 years	4 years	5 years	6 years	7 years	
Total Increase for Year		8.74%	8.68%	7.65%	7.63%	32.70%
New Wage/Step		\$51.74 Step 4	\$56.23 Step 5	\$60.53 Step 6	\$65.15 Step 7	

Example 4: Nurse D was hired in May of 2016 with 2 years of experience and placed at Step 1 (instead of Step 2.) Current Step is 8.

Year	Current	W/in 90 days of Ratification	2025	2026	2027	Total
Rate & Step	\$54.60 Step 8	Step 8	Step 9	Step 9	Step 10	
Step Increase Anniversary Date	Moving up May 2026	Moving up May 2026	Moving up May 2026	+1 Step, Next May 2028	Next May 2028	
Step Placement Correction, if eligible, June 1		+1 Step to Step 9	NA	NA	NA	
Experience Credit	8 years	10 years	11 years	12 years	13 years	
Actual Experience	10 years	10 years	11 years	12 years	13 years	
Total Increase for Year		12.56%	5.00%	7.64%	4.00%	29.20%
New Wage/Step		\$61.46 Step 9	\$64.53 Step 9	\$69.46 Step 10	\$72.24 Step 10	