



Oregon Nurses Association (ONA) Employees Salary Schedule -07/01/2023

DBM/Range Step	1	2	3	4	5	6	7	8	9	10	11	12	Range Spread
C/41- Health Care Professional I LPN	\$58,311	\$60,301	\$62,359	\$64,487	\$66,688	\$68,964	\$71,315	\$73,747	\$76,262	\$78,862	\$81,552	\$84,333	44.6%
	\$4,859	\$5,025	\$5,197	\$5,374	\$5,557	\$5,747	\$5,943	\$6,146	\$6,355	\$6,572	\$6,796	\$7,028	
	\$28.03	\$28.99	\$29.98	\$31.00	\$32.06	\$33.15	\$34.28	\$35.46	\$36.66	\$37.91	\$39.21	\$40.54	
C/42- Health Care Professional II RN w/ Associates	\$61,225	\$63,314	\$65,475	\$67,710	\$70,020	\$72,410	\$74,879	\$77,432	\$80,073	\$82,803	\$85,627	\$88,547	44.6%
	\$5,102	\$5,276	\$5,456	\$5,643	\$5,835	\$6,034	\$6,240	\$6,453	\$6,673	\$6,900	\$7,136	\$7,379	
	\$29.43	\$30.44	\$31.48	\$32.55	\$33.66	\$34.81	\$36.00	\$37.23	\$38.50	\$39.81	\$41.17	\$42.57	
C/43- Health Care Professional III RN w/BSN & 3 yrs experience or equivalent combination of education/experience	\$64,289	\$66,483	\$68,752	\$71,098	\$73,525	\$76,034	\$78,627	\$81,308	\$84,080	\$86,947	\$89,912	\$92,978	44.6%
	\$5,357	\$5,540	\$5,729	\$5,925	\$6,127	\$6,336	\$6,552	\$6,776	\$7,007	\$7,246	\$7,493	\$7,748	
	\$30.91	\$31.96	\$33.05	\$34.18	\$35.34	\$36.55	\$37.80	\$39.09	\$40.42	\$41.80	\$43.23	\$44.70	
C/44- Health Care Professional IV	\$67,730	\$70,042	\$72,432	\$74,904	\$77,460	\$80,103	\$82,835	\$85,659	\$88,580	\$91,601	\$94,725	\$97,955	44.6%
	\$5,644	\$5,837	\$6,036	\$6,242	\$6,455	\$6,675	\$6,903	\$7,138	\$7,382	\$7,633	\$7,894	\$8,163	
	\$32.56	\$33.67	\$34.82	\$36.01	\$37.24	\$38.51	\$39.82	\$41.18	\$42.58	\$44.04	\$45.54	\$47.09	
C/45- Health Care Professional IV RN w/Masters or special certification/specialization & 8 yrs experience or combination of education/experience	\$72,114	\$74,574	\$77,119	\$79,751	\$82,473	\$85,287	\$88,196	\$91,203	\$94,313	\$97,529	\$100,855	\$104,294	44.6%
	\$6,010	\$6,215	\$6,427	\$6,646	\$6,873	\$7,107	\$7,350	\$7,600	\$7,859	\$8,127	\$8,405	\$8,691	
	\$34.67	\$35.85	\$37.08	\$38.34	\$39.65	\$41.00	\$42.40	\$43.85	\$45.34	\$46.89	\$48.49	\$50.14	
C/4prem- Health Care - Nurse Practitioner	\$96,873	\$100,179	\$103,597	\$107,133	\$110,789	\$114,570	\$118,476	\$122,517	\$126,694	\$131,015	\$135,482	\$140,102	44.6%
	\$8,073	\$8,348	\$8,633	\$8,928	\$9,232	\$9,548	\$9,873	\$10,210	\$10,558	\$10,918	\$11,290	\$11,675	
	\$46.57	\$48.16	\$49.80	\$51.50	\$53.26	\$55.08	\$56.96	\$58.90	\$60.91	\$62.99	\$65.13	\$67.36	
C/4PNP- Health Care - Nurse Practitioner Psychiatric	\$106,953	\$110,603	\$114,377	\$118,281	\$122,317	\$126,491	\$130,805	\$135,265	\$139,878	\$144,647	\$149,580	\$154,680	44.6%
	\$8,912.75	\$9,217	\$9,531	\$9,857	\$10,193	\$9,789	\$10,900	\$11,272	\$11,657	\$12,054	\$12,465	\$10,267	
	\$51.42	\$53.17	\$54.99	\$56.86	\$58.80	\$60.81	\$62.88	\$65.03	\$67.25	\$69.54	\$71.91	\$74.36	

Note: The monthly is based on the annual divided by 12; the hourly is based on the annual divided by 2080. Employees who are paid on a salary basis are paid the same salary each pay period regardless of the hours in that pay period. Semi-monthly salary is based on the annual salary divided by 24.