



Oregon Nurses Association (ONA) Employees Salary Schedule -07/01/2024

DBM/Range Step		1	2	3	4	5	6	7	8	9	10	11	12	Range Spread
C/41- Health Care Professional I <i>LPN</i>		\$60,352	\$62,412	\$64,542	\$66,744	\$69,022	\$71,377	\$73,811	\$76,328	\$78,931	\$81,623	\$84,406	\$87,284	44.6%
		\$5,029	\$5,201	\$5,379	\$5,562	\$5,752	\$5,948	\$6,151	\$6,361	\$6,578	\$6,802	\$7,034	\$7,274	
		\$29.01	\$30.00	\$31.03	\$32.09	\$33.18	\$34.31	\$35.48	\$36.69	\$37.95	\$39.24	\$40.58	\$41.96	
C/42- Health Care Professional II <i>RN w/ Associates</i>		\$63,368	\$65,530	\$67,767	\$70,079	\$72,471	\$74,944	\$77,500	\$80,142	\$82,875	\$85,701	\$88,624	\$91,646	44.6%
		\$5,281	\$5,461	\$5,647	\$5,840	\$6,039	\$6,245	\$6,458	\$6,679	\$6,906	\$7,142	\$7,385	\$7,637	
		\$30.46	\$31.50	\$32.58	\$33.69	\$34.84	\$36.03	\$37.26	\$38.53	\$39.84	\$41.20	\$42.61	\$44.06	
C/43- Health Care Professional III <i>RN w/BSN & 3 yrs experience or equivalent combination of education/experience</i>		\$66,539	\$68,810	\$71,158	\$73,587	\$76,098	\$78,695	\$81,378	\$84,153	\$87,023	\$89,991	\$93,059	\$96,233	44.6%
		\$5,545	\$5,734	\$5,930	\$6,132	\$6,342	\$6,558	\$6,782	\$7,013	\$7,252	\$7,499	\$7,755	\$8,019	
		\$31.99	\$33.08	\$34.21	\$35.37	\$36.58	\$37.83	\$39.12	\$40.46	\$41.84	\$43.26	\$44.74	\$46.26	
C/44- Health Care Professional IV		\$70,101	\$72,493	\$74,967	\$77,525	\$80,171	\$82,907	\$85,734	\$88,657	\$91,681	\$94,807	\$98,040	\$101,383	44.6%
		\$5,842	\$6,041	\$6,247	\$6,460	\$6,681	\$6,909	\$7,145	\$7,388	\$7,640	\$7,901	\$8,170	\$8,449	
		\$33.70	\$33.67	\$34.82	\$37.27	\$38.54	\$39.86	\$41.22	\$42.62	\$42.58	\$45.58	\$47.13	\$48.74	
C/45- Health Care Professional IV <i>RN w/Masters or special certification/specialization & 8 yrs experience or combination of education/experience</i>		\$74,637	\$77,185	\$79,819	\$82,542	\$85,359	\$88,272	\$91,282	\$94,395	\$97,614	\$100,943	\$104,385	\$107,944	44.6%
		\$6,220	\$6,432	\$6,652	\$6,879	\$7,113	\$7,356	\$7,607	\$7,866	\$8,135	\$8,412	\$8,699	\$8,995	
		\$35.88	\$37.11	\$38.37	\$39.68	\$41.04	\$42.44	\$43.89	\$45.38	\$46.92	\$48.53	\$50.18	\$51.89	
C/4prem- Health Care - Nurse Practitioner		\$100,263	\$103,685	\$107,223	\$110,882	\$114,666	\$118,580	\$122,623	\$126,805	\$131,129	\$135,600	\$140,224	\$145,006	44.6%
		\$8,355	\$8,640	\$8,935	\$9,240	\$9,556	\$9,882	\$10,219	\$10,567	\$10,927	\$11,300	\$11,685	\$12,084	
		\$48.20	\$49.85	\$51.55	\$53.31	\$55.13	\$57.00	\$58.95	\$60.96	\$63.04	\$65.19	\$67.41	\$69.71	
C/4PNP- Health Care - Nurse Practitioner <i>Psychiatric</i>		\$110,696	\$114,474	\$118,380	\$122,420	\$126,598	\$130,918	\$135,383	\$139,999	\$144,773	\$149,710	\$154,815	\$160,094	44.6%
		\$9,224.67	\$9,540	\$9,865	\$10,202	\$10,550	\$9,789	\$11,282	\$11,667	\$12,064	\$12,476	\$12,901	\$10,267	
		\$53.22	\$55.03	\$56.91	\$58.85	\$60.86	\$62.94	\$65.09	\$67.30	\$69.60	\$71.97	\$74.43	\$76.97	

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.