



Oregon Nurses Association (ONA) Employees Salary Schedule -07/01/2026

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>		\$73,584	\$76,095	\$78,691	\$81,375	\$84,150	\$87,019	\$89,987	\$93,056	\$96,228	\$99,626	\$103,023	\$106,420	44.6%
		\$6,132	\$6,341	\$6,558	\$6,781	\$7,012	\$7,252	\$7,499	\$7,755	\$8,019	\$8,302	\$8,585	\$8,868	
		\$35.38	\$36.58	\$37.83	\$39.12	\$40.46	\$41.83	\$43.26	\$44.74	\$46.26	\$47.90	\$49.53	\$51.16	
C/42- Health Care Professional II <i>RN w/ Associates</i>		\$77,260	\$79,897	\$82,624	\$85,442	\$88,355	\$91,368	\$94,483	\$97,706	\$101,037	\$104,604	\$108,171	\$111,738	44.6%
		\$6,438	\$6,658	\$6,885	\$7,120	\$7,363	\$7,614	\$7,874	\$8,142	\$8,420	\$8,717	\$9,014	\$9,311	
		\$37.14	\$38.41	\$39.72	\$41.08	\$42.48	\$43.93	\$45.42	\$46.97	\$48.57	\$50.29	\$52.00	\$53.72	
C/43- Health Care Professional III <i>RN w/BSN & 3 yrs experience or equivalent combination of education/experience</i>		\$81,128	\$83,896	\$86,759	\$89,717	\$92,777	\$95,941	\$99,213	\$102,595	\$106,094	\$109,840	\$113,586	\$117,332	44.6%
		\$6,761	\$6,991	\$7,230	\$7,476	\$7,731	\$7,995	\$8,268	\$8,550	\$8,841	\$9,153	\$9,466	\$9,778	
		\$39.00	\$40.33	\$41.71	\$43.13	\$44.60	\$46.12	\$47.70	\$49.32	\$51.01	\$52.81	\$54.61	\$56.41	
C/44- Health Care Professional IV		\$85,469	\$88,387	\$91,403	\$94,520	\$97,742	\$101,076	\$104,522	\$108,087	\$111,772	\$115,718	\$119,664	\$123,609	44.6%
		\$7,122	\$7,366	\$7,617	\$7,877	\$8,145	\$8,423	\$8,710	\$9,007	\$9,314	\$9,643	\$9,972	\$10,301	
		\$41.09	\$42.49	\$43.94	\$45.44	\$46.99	\$48.59	\$50.25	\$51.96	\$53.73	\$55.63	\$57.53	\$59.43	
C/45- Health Care ProfessionalV <i>RN w/Masters or special certification/specialization & 8 yrs experience or combination of education/experience</i>		\$91,000	\$94,106	\$97,318	\$100,636	\$104,068	\$107,617	\$111,287	\$115,082	\$119,006	\$123,207	\$127,408	\$131,610	44.6%
		\$7,583	\$7,842	\$8,110	\$8,386	\$8,672	\$8,968	\$9,274	\$9,590	\$9,917	\$10,267	\$10,617	\$10,967	
		\$43.75	\$45.24	\$46.79	\$48.38	\$50.03	\$51.74	\$53.50	\$55.33	\$57.21	\$59.23	\$61.25	\$63.27	
C/4prem- Health Care - Nurse Practitioner		\$134,965	\$139,571	\$144,334	\$149,256	\$154,345	\$159,609	\$165,052	\$170,680	\$176,500	\$182,731	\$188,962	\$195,193	44.6%
		\$11,247	\$11,631	\$12,028	\$12,438	\$12,862	\$13,301	\$13,754	\$14,223	\$14,708	\$15,228	\$15,747	\$16,266	
		\$64.88	\$67.10	\$69.39	\$71.76	\$74.20	\$76.73	\$79.35	\$82.05	\$84.85	\$87.85	\$90.84	\$93.84	
C/4PNP- Health Care - Nurse Practitioner <i>Psychiatric</i>		\$122,245	\$126,416	\$130,731	\$135,189	\$139,799	\$144,566	\$149,496	\$154,593	\$159,865	\$165,509	\$171,153	\$176,797	44.6%
		\$10,187.05	\$10,534.70	\$10,894.29	\$11,265.73	\$11,649.95	\$12,047.20	\$12,457.97	\$12,882.79	\$13,322.12	\$13,792.45	\$14,262.77	\$14,733.09	
		\$58.77	\$60.77	\$62.85	\$64.99	\$67.21	\$69.50	\$71.87	\$74.32	\$76.86	\$79.57	\$82.28	\$85.00	

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.