



Oregon Nurses Association (ONA) Employees Salary Schedule Effective December 1, 2019-June 30, 2020

DBM/Range	Minimum	Midpoint (Market Average)	Maximum	Range Spread
C/41- Health Care Professional I	\$53,670	\$67,085	\$80,499	50%
	\$4,473	\$5,590	\$6,708	
	\$25.80	\$32.25	\$38.70	
C/42- Health Care Professional II	\$56,346	\$70,439	\$84,532	50%
	\$4,696	\$5,870	\$7,044	
	\$27.09	\$33.86	\$40.64	
C/43- Health Care Professional III	\$59,169	\$73,962	\$88,753	50%
	\$4,931	\$6,163	\$7,396	
	\$28.45	\$35.56	\$42.67	
C/44- Health Care Professional IV	\$62,336	\$77,921	\$93,505	50%
	\$5,195	\$6,493	\$7,792	
	\$29.97	\$37.46	\$44.95	
C/45- Health Care Professional IV	\$66,371	\$82,963	\$99,556	50%
	\$5,531	\$6,914	\$8,296	
	\$31.91	\$39.89	\$47.86	
C/4prem- Health Care - Nurse Practitioner	\$89,155	\$111,450	\$138,191	55%
	\$7,430	\$9,287	\$11,516	
	\$42.86	\$53.58	\$66.44	

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.