



Oregon Nurses Association (ONA) Employees Salary Schedule 2018-2019

DBM/Range	Minimum	Midpoint (Market Average)	Maximum	Range Spread
C/41- Health Care Professional I	\$51,840	\$64,798	\$77,755	50%
	\$4,320	\$5,400	\$6,480	
	\$24.92	\$31.15	\$37.38	
C/42- Health Care Professional II	\$54,425	\$68,037	\$81,650	50%
	\$4,535	\$5,670	\$6,804	
	\$26.17	\$32.71	\$39.25	
C/43- Health Care Professional III	\$57,152	\$71,440	\$85,727	50%
	\$4,763	\$5,953	\$7,144	
	\$27.48	\$34.35	\$41.21	
C/44- Health Care Professional IV	\$60,211	\$75,264	\$90,317	50%
	\$5,018	\$6,272	\$7,526	
	\$28.95	\$36.18	\$43.42	
C/45- Health Care Professional IV	\$64,108	\$80,134	\$96,162	50%
	\$5,342	\$6,678	\$8,013	
	\$30.82	\$38.53	\$46.23	
C/4prem- Health Care - Nurse Practitioner	\$86,116	\$107,650	\$133,479	55%
	\$7,176	\$8,971	\$11,123	
	\$41.40	\$51.75	\$64.17	

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.