



Oregon Nurses Association (ONA) Employees Salary Schedule -07/01/2021

DBM/Range Step	1	2	3	4	5	6	7	8	9	10	11	12	Range Spread
<b>C/41- Health Care Professional I LPN</b>	\$55,235 \$4,603 \$26.56	\$57,120 \$4,760 \$27.46	\$59,069 \$4,922 \$28.40	\$61,085 \$5,090 \$29.37	\$63,169 \$5,264 \$30.37	\$65,325 \$5,444 \$31.41	\$67,553 \$5,629 \$32.48	\$69,856 \$5,821 \$33.58	\$72,238 \$6,020 \$34.73	\$74,702 \$6,225 \$35.91	\$77,249 \$6,437 \$37.14	\$79,883 \$6,657 \$38.41	44.6%
<b>C/42- Health Care Professional II RN w/ Associates</b>	\$57,995 \$4,833 \$27.88	\$59,974 \$4,998 \$28.83	\$62,021 \$5,168 \$29.82	\$64,137 \$5,345 \$30.84	\$66,326 \$5,527 \$31.89	\$68,589 \$5,716 \$32.97	\$70,928 \$5,911 \$34.10	\$73,347 \$6,112 \$35.26	\$75,848 \$6,321 \$36.46	\$78,434 \$6,536 \$37.71	\$81,109 \$6,759 \$38.99	\$83,875 \$6,990 \$40.32	44.6%
<b>C/43- Health Care Professional III RN w/BSN &amp; 3 yrs experience or equivalent combination of education/experience</b>	\$60,897 \$5,075 \$29.28	\$62,976 \$5,248 \$30.28	\$65,125 \$5,427 \$31.31	\$67,347 \$5,612 \$32.38	\$69,645 \$5,804 \$33.48	\$72,022 \$6,002 \$34.62	\$74,478 \$6,207 \$35.81	\$77,018 \$6,418 \$37.03	\$79,644 \$6,637 \$38.29	\$82,360 \$6,863 \$39.60	\$85,168 \$7,097 \$40.94	\$88,073 \$7,339 \$42.34	44.6%
<b>C/44- Health Care Professional IV</b>	\$64,157 \$5,346 \$30.84	\$66,346 \$5,529 \$31.90	\$68,610 \$5,718 \$32.99	\$70,952 \$5,913 \$34.11	\$73,373 \$6,114 \$35.28	\$75,877 \$6,323 \$36.48	\$78,464 \$6,539 \$37.72	\$81,140 \$6,762 \$39.01	\$83,907 \$6,992 \$40.34	\$86,768 \$7,231 \$41.72	\$89,727 \$7,477 \$43.14	\$92,786 \$7,732 \$44.61	44.6%
<b>C/45- Health Care Professional IV RN w/Masters or special certification/specialization &amp; 8 yrs experience or combination of education/experience</b>	\$68,309 \$5,692 \$32.84	\$70,640 \$5,887 \$33.96	\$73,050 \$6,088 \$35.12	\$75,543 \$6,295 \$36.32	\$78,121 \$6,510 \$37.56	\$80,787 \$6,732 \$38.84	\$83,542 \$6,962 \$40.16	\$86,391 \$7,199 \$41.53	\$89,337 \$7,445 \$42.95	\$92,383 \$7,699 \$44.41	\$95,534 \$7,961 \$45.93	\$98,791 \$8,233 \$47.50	44.6%
<b>C/4prem- Health Care - Nurse Practitioner</b>	\$91,762 \$7,647 \$44.11	\$94,893 \$7,908 \$45.62	\$98,131 \$8,178 \$47.18	\$101,480 \$8,457 \$48.79	\$104,943 \$8,745 \$50.45	\$108,525 \$9,044 \$52.17	\$112,225 \$9,352 \$53.95	\$116,052 \$9,671 \$55.79	\$120,010 \$10,001 \$57.70	\$124,102 \$10,342 \$59.66	\$128,334 \$10,695 \$61.70	\$132,710 \$11,059 \$63.80	44.6%
<b>C/4PNP- Health Care - Nurse Practitioner Psychiatric</b>	\$101,310 \$8,442.50 \$48.70	\$104,767 \$8,731 \$50.37	\$108,343 \$9,029 \$52.09	\$112,040 \$9,337 \$53.87	\$115,863 \$9,655 \$55.70	\$119,817.00 \$9,789 \$57.60	\$123,903 \$10,325 \$59.57	\$128,128 \$10,677 \$61.60	\$132,497 \$11,041 \$63.70	\$137,016 \$11,418 \$65.87	\$141,688 \$11,807 \$68.12	\$146,519 \$10,267 \$70.44	44.6%

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.