

SFRNA / SFMC January 2011 Wage Grid
With 12-hour Shift Effective Rates and Employer-proposed Hourly Wage Cut

		Interim	New	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
		Permittee	Graduate	1 Year	2 Year	3 Year	4 Year	6 Year	8 Year	12 Year	15 Year	20 Year	25 Year
				12-24 mos.	24-36 mos.	36-48 mos.	48-71 mos.	72-95 mos.	96-119 mos.	120-179 mos.	180-239 mos.	240-299 mos.	300+ mos.
Staff RN	grid wage rate	38.0250	39.0270	40.0502	41.0883	42.1409	43.8462	44.9424	46.0659	47.2176	48.3980	49.6612	50.9027
	effective 12-hr shift wage rate	44.3624	45.5315	46.7252	47.9363	49.1643	51.1539	52.4327	53.7436	55.0872	56.4643	57.9380	59.3865
	employer proposed wage cut per hour	-6.3375	-6.5045	-6.6750	-6.8480	-7.0235	-7.3077	-7.4904	-7.6777	-7.8696	-8.0663	-8.2769	-8.4838
Specialty RN I	grid wage rate	n.a.	n.a.	41.6368	42.7341	43.8462	45.5810	46.7206	47.8886	49.0858	50.3129	51.6211	52.9116
	effective 12-hr shift wage rate	n.a.	n.a.	48.5763	49.8564	51.1539	53.1779	54.5073	55.8700	57.2668	58.6984	60.2246	61.7302
	employer proposed wage cut per hour	n.a.	n.a.	-6.9395	-7.1223	-7.3077	-7.5968	-7.7868	-7.9814	-8.1810	-8.3855	-8.6035	-8.8186
Specialty RN II	grid wage rate	n.a.	n.a.	46.4369	47.6346	48.8893	50.8301	52.1008	53.4034	54.7384	56.1069	57.5657	59.0048
	effective 12-hr shift wage rate	n.a.	n.a.	54.1764	55.5737	57.0375	59.3018	60.7843	62.3039	63.8615	65.4581	67.1600	68.8390
	employer proposed wage cut per hour	n.a.	n.a.	-7.7395	-7.9391	-8.1482	-8.4717	-8.6835	-8.9006	-9.1231	-9.3512	-9.5943	-9.8341
Specialty RN III	grid wage rate	n.a.	n.a.	48.7588	50.0163	51.3337	53.3716	54.7059	56.0735	57.4754	58.9123	60.4440	61.9551
	effective 12-hr shift wage rate	n.a.	n.a.	56.8852	58.3523	59.8894	62.2669	63.8235	65.4191	67.0546	68.7310	70.5180	72.2809
	employer proposed wage cut per hour	n.a.	n.a.	-8.1265	-8.3360	-8.5556	-8.8953	-9.1176	-9.3456	-9.5792	-9.8187	-10.0740	-10.3258
Staff RN WO/PD	grid wage rate	45.6299	46.8324	48.0602	49.3060	50.5690	52.6154	53.9308	55.2791	56.6611	58.0776	59.5934	61.0833
	effective 12-hr shift wage rate	53.2349	54.6378	56.0703	57.5236	58.9972	61.3847	62.9193	64.4923	66.1046	67.7572	69.5257	71.2638
	employer proposed wage cut per hour	-7.6050	-7.8054	-8.0100	-8.2177	-8.4282	-8.7692	-8.9885	-9.2132	-9.4435	-9.6796	-9.9322	-10.1805
Specialty RN I WO/PD	grid wage rate	n.a.	n.a.	49.9642	51.2809	52.6154	54.6972	56.0647	57.4663	58.9029	60.3755	61.9453	63.4939
	effective 12-hr shift wage rate	n.a.	n.a.	58.2916	59.8277	61.3847	63.8135	65.4088	67.0440	68.7201	70.4381	72.2695	74.0762
	employer proposed wage cut per hour	n.a.	n.a.	-8.3274	-8.5468	-8.7692	-9.1162	-9.3441	-9.5777	-9.8172	-10.0626	-10.3242	-10.5823
Specialty RN II WO/PD	grid wage rate	n.a.	n.a.	55.7243	57.1615	58.6671	60.9961	62.5210	64.0840	65.6861	67.3283	69.0788	70.8058
	effective 12-hr shift wage rate	n.a.	n.a.	65.0117	66.6884	68.4450	71.1621	72.9412	74.7647	76.6338	78.5497	80.5920	82.6068
	employer proposed wage cut per hour	n.a.	n.a.	-9.2874	-9.5269	-9.7779	-10.1660	-10.4202	-10.6807	-10.9477	-11.2214	-11.5131	-11.8010
Specialty RN III WO/PD	grid wage rate	n.a.	n.a.	58.5105	60.0196	61.6005	64.0459	65.6471	67.2882	68.9704	70.6947	72.5328	74.3461
	effective 12-hr shift wage rate	n.a.	n.a.	68.2623	70.0228	71.8672	74.7202	76.5882	78.5029	80.4655	82.4772	84.6216	86.7371
	employer proposed wage cut per hour	n.a.	n.a.	-9.7518	-10.0033	-10.2667	-10.6743	-10.9412	-11.2147	-11.4951	-11.7825	-12.0888	-12.3910

Effective rate for 12 shift nurses with 1.5X paid on hours after 8 is (grid wage rate) times (1.1667)