

APPENDIX A
SANTA ROSA MEMORIAL HOSPITAL
WAGES

Staff Nurse Rates

Staff Nurse I: New Graduate or < 6 months of experience					
Experienced nurses start at different steps.					
Advancement through steps are annually through Step 5.					
Step 6-9 are based on years of service.					
Step 6=10 years of service		Step 7=15 years of service			
Step 8=20 years of service		Step 9= 25 years of service			
Description	Step	Effective 12/3/23	Effective 4/7/24	Effective 10/6/24	Effective 10/5/25
		7.50%	1%	5%	3.50%
SNA-Staff Nurse I	1	64.76	65.41	68.68	71.08
SNA-Staff Nurse II	1	68.17	68.85	72.29	74.82
SNA-Staff Nurse II	2	71.57	72.29	75.9	78.56
SNA-Staff Nurse II	3	75.16	75.91	79.71	82.5
SNA-Staff Nurse II	4	78.93	79.72	83.71	86.64
SNA-Staff Nurse II	5	82.85	83.68	87.86	90.94
SNA-Staff Nurse II	6	86.99	87.86	92.25	95.48
SNA-Staff Nurse II	7	89.16	90.05	94.55	97.86
SNA-Staff Nurse II	8	91.41	92.32	96.94	100.33
SNA-Staff Nurse II	9	93.68	94.62	99.35	102.83
SNA-Staff Nurse III	1	71.57	72.29	75.9	78.56
SNA-Staff Nurse III	2	75.16	75.91	79.71	82.5
SNA-Staff Nurse III	3	78.93	79.72	83.71	86.64
SNA-Staff Nurse III	4	82.85	83.68	87.86	90.94
SNA-Staff Nurse III	5	87	87.87	92.26	95.49
SNA-Staff Nurse III	6	91.32	92.23	96.84	100.23
SNA-Staff Nurse III	7	93.6	94.54	99.27	102.74
SNA-Staff Nurse III	8	95.97	96.93	101.78	105.34
SNA-Staff Nurse III	9	98.35	99.33	104.3	107.95
SNA-Staff Nurse IV	1	75.16	75.91	79.71	82.5
SNA-Staff Nurse IV	2	78.93	79.72	83.71	86.64
SNA-Staff Nurse IV	3	82.85	83.68	87.86	90.94
SNA-Staff Nurse IV	4	86.99	87.86	92.25	95.48
SNA-Staff Nurse IV	5	91.32	92.23	96.84	100.23
SNA-Staff Nurse IV	6	95.91	96.87	101.71	105.27
SNA-Staff Nurse IV	7	98.31	99.29	104.25	107.9
SNA-Staff Nurse IV	8	100.78	101.79	106.88	110.62
SNA-Staff Nurse IV	9	103.29	104.32	109.54	113.37
SNA-Staff Nurse V	Staff Nurse IV rates plus 5% differential				

Staff Nurse Rates - Mandatory Call Departments

Staff Nurse I: New Graduate or < 6 months of experience					
Experienced nurses start at different steps.					Advancement
through steps are annually through Step 5.					
Step 6-9 are based on years of service.					
Step 6=10 years of service	Step 7=15 years of service				Step
	8=20 years of service	Step 9= 25 years of service			
Description	Step	Effective 12/3/23	Effective 4/7/24	Effective 10/6/24	Effective 10/5/25
		7.50%	1%	5%	3.50%
SNA-Staff Nurse I	1	68.02	68.70	72.13	74.65
SNA-Staff Nurse II	1	71.57	72.29	75.9	78.56
SNA-Staff Nurse II	2	75.17	75.92	79.72	82.51
SNA-Staff Nurse II	3	78.94	79.73	83.72	86.65
SNA-Staff Nurse II	4	82.89	83.72	87.91	90.99
SNA-Staff Nurse II	5	87	87.87	92.26	95.49
SNA-Staff Nurse II	6	91.36	92.27	96.88	100.27
SNA-Staff Nurse II	7	93.64	94.58	99.31	102.79
SNA-Staff Nurse II	8	95.98	96.94	101.79	105.35
SNA-Staff Nurse II	9	98.39	99.37	104.34	107.99
SNA-Staff Nurse III	1	75.17	75.92	79.72	82.51
SNA-Staff Nurse III	2	78.94	79.73	83.72	86.65
SNA-Staff Nurse III	3	82.89	83.72	87.91	90.99
SNA-Staff Nurse III	4	87	87.87	92.26	95.49
SNA-Staff Nurse III	5	91.36	92.27	96.88	100.27
SNA-Staff Nurse III	6	95.91	96.87	101.71	105.27
SNA-Staff Nurse III	7	98.31	99.29	104.25	107.9
SNA-Staff Nurse III	8	100.78	101.79	106.88	110.62
SNA-Staff Nurse III	9	103.29	104.32	109.54	113.37
SNA-Staff Nurse IV	1	78.93	79.72	83.71	86.64
SNA-Staff Nurse IV	2	82.89	83.72	87.91	90.99
SNA-Staff Nurse IV	3	87	87.87	92.26	95.49
SNA-Staff Nurse IV	4	91.36	92.27	96.88	100.27
SNA-Staff Nurse IV	5	95.91	96.87	101.71	105.27
SNA-Staff Nurse IV	6	100.71	101.72	106.81	110.55
SNA-Staff Nurse IV	7	103.22	104.25	109.46	113.29
SNA-Staff Nurse IV	8	105.81	106.87	112.21	116.14
SNA-Staff Nurse IV	9	108.46	109.54	115.02	119.05
SNA-Staff Nurse V	Staff Nurse IV rates plus 5% differential				