

**HEALTH COMPONENT- NURSE RATES**  
**2018.04.01 to 2023.03.31**

**Effective 2018 04 01 Through 2019 03 31**

CHIEF FLIGHT NURSE	82,528	85,439	88,451	91,545	94,719	98,055	101,491	103,513
CFN	3,163.55	3,275.15	3,390.63	3,509.20	3,630.88	3,758.75	3,890.50	3,968.00
	40.82	42.26	43.75	45.28	46.85	48.50	50.20	51.20

**Effective 2019 04 01 Through 2020 03 31**

CHIEF FLIGHT NURSE	83,680	86,632	89,685	92,818	96,053	99,429	102,907	104,969
CFN	3,207.73	3,320.88	3,437.90	3,558.03	3,682.03	3,811.45	3,944.75	4,023.80
	41.39	42.85	44.36	45.91	47.51	49.18	50.90	51.92

**Effective 2020 04 01 Through 2021 03 31**

CHIEF FLIGHT NURSE	84,104	87,056	90,129	93,283	96,538	99,935	103,412	105,495
CFN	3,224.00	3,337.15	3,454.95	3,575.85	3,700.63	3,830.83	3,964.13	4,043.95
	41.60	43.06	44.58	46.14	47.75	49.43	51.15	52.18

**Effective 2021 04 01 Through 2022 03 31**

CHIEF FLIGHT NURSE	85,115	88,108	91,201	94,395	97,691	101,128	104,645	106,768
CFN	3,262.75	3,377.45	3,496.03	3,618.48	3,744.80	3,876.55	4,011.40	4,092.78
	42.10	43.58	45.11	46.69	48.32	50.02	51.76	52.81

**Effective 2022 04 01 Through 2023 03 31**

CHIEF FLIGHT NURSE	86,814	89,867	93,021	96,275	99,652	103,149	106,748	108,911
CFN	3,327.85	3,444.88	3,565.78	3,690.55	3,819.98	3,954.05	4,092.00	4,174.93
	42.94	44.45	46.01	47.62	49.29	51.02	52.80	53.87

**Effective 2018 04 01 Through 2019 03 31**

LIC PRACTICAL NURSE	60,086	62,290	64,332	66,596	68,962	70,337
LPN	2,303.30	2,387.78	2,466.05	2,552.85	2,643.53	2,696.23
	29.72	30.81	31.82	32.94	34.11	34.79

**Effective 2019 04 01 Through 2020 03 31**

LIC PRACTICAL NURSE	60,915	63,159	65,221	67,526	69,932	71,327
LPN	2,335.08	2,421.10	2,500.15	2,588.50	2,680.73	2,734.20
	30.13	31.24	32.26	33.40	34.59	35.28

**Effective 2020 04 01 Through 2021 03 31**

LIC PRACTICAL NURSE	61,218	63,483	65,545	67,870	70,276	71,691
LPN	2,346.70	2,433.50	2,512.55	2,601.68	2,693.90	2,748.15
	30.28	31.40	32.42	33.57	34.76	35.46

**Effective 2021 04 01 Through 2022 03 31**

LIC PRACTICAL NURSE	61,967	64,251	66,334	68,679	71,125	73,248	74,724
LPN	2,375.38	2,462.95	2,542.78	2,632.68	2,726.45	2,807.83	2,864.40
	30.65	31.78	32.81	33.97	35.18	36.23	36.96

**Effective 2022 04 01 Through 2023 03 31**

LIC PRACTICAL NURSE	63,200	65,525	67,668	70,054	72,540	74,724	76,220
LPN	2,422.65	2,511.78	2,593.93	2,685.38	2,780.70	2,864.40	2,921.75
	31.26	32.41	33.47	34.65	35.88	36.96	37.70

**Effective 2018 04 01 Through 2019 03 31**

NORTHERN NURSE 1	77,210	79,899	82,588	85,419	88,168	91,019	92,838
NF1	2,959.73	3,062.80	3,165.88	3,274.38	3,379.78	3,489.05	3,558.80
	38.19	39.52	40.85	42.25	43.61	45.02	45.92

**Effective 2019 04 01 Through 2020 03 31**

NORTHERN NURSE 1	78,282	81,011	83,761	86,611	89,401	92,293	94,132
NF1	3,000.80	3,105.43	3,210.83	3,320.10	3,427.05	3,537.88	3,608.40
	38.72	40.07	41.43	42.84	44.22	45.65	46.56

**Effective 2020 04 01 Through 2021 03 31**

NORTHERN NURSE 1	78,666	81,416	84,165	87,036	89,846	92,758	94,597
NF1	3,015.53	3,120.93	3,226.33	3,336.38	3,444.10	3,555.70	3,626.23
	38.91	40.27	41.63	43.05	44.44	45.88	46.79

**Effective 2021 04 01 Through 2022 03 31**

NORTHERN NURSE 1	79,616	82,386	85,176	88,087	90,918	93,870	95,730	97,650
NF1	3,051.95	3,158.13	3,265.08	3,376.68	3,485.18	3,598.33	3,669.63	3,743.25
	39.38	40.75	42.13	43.57	44.97	46.43	47.35	48.30

**Effective 2022 04 01 Through 2023 03 31**

NORTHERN NURSE 1	81,214	84,044	86,894	89,846	92,737	95,730	97,650	99,611	101,593
NF1	3,113.18	3,221.68	3,330.95	3,444.10	3,554.93	3,669.63	3,743.25	3,818.43	3,894.38
	40.17	41.57	42.98	44.44	45.87	47.35	48.30	49.27	50.25

**Effective 2018 04 01 Through 2019 03 31**

NORTHERN NURSE 2	80,142	82,831	85,661	88,411	90,958	93,748	96,619	98,560
NF2	3,072.10	3,175.18	3,283.68	3,389.08	3,486.73	3,593.68	3,703.73	3,778.13
	39.64	40.97	42.37	43.73	44.99	46.37	47.79	48.75

**Effective 2019 04 01 Through 2020 03 31**

NORTHERN NURSE 2	81,254	84,004	86,854	89,644	92,232	95,062	97,974	99,935
NF2	3,114.73	3,220.13	3,329.40	3,436.35	3,535.55	3,644.05	3,755.65	3,830.83
	40.19	41.55	42.96	44.34	45.62	47.02	48.46	49.43

**Effective 2020 04 01 Through 2021 03 31**

NORTHERN NURSE 2	81,658	84,408	87,279	90,089	92,697	95,548	98,459	100,440
NF2	3,130.23	3,235.63	3,345.68	3,453.40	3,553.38	3,662.65	3,774.25	3,850.20
	40.39	41.75	43.17	44.56	45.85	47.26	48.70	49.68

**Effective 2021 04 01 Through 2022 03 31**

NORTHERN NURSE 2	82,649	85,419	88,330	91,181	93,809	96,680	99,652	101,633	103,675
NF2	3,168.20	3,274.38	3,385.98	3,495.25	3,596.00	3,706.05	3,819.98	3,895.93	3,974.20
	40.88	42.25	43.69	45.10	46.40	47.82	49.29	50.27	51.28

**Effective 2022 04 01 Through 2023 03 31**

NORTHERN NURSE 2	84,287	87,137	90,109	93,000	95,689	98,621	101,633	103,675	105,757
NF2	3,230.98	3,340.25	3,454.18	3,565.00	3,668.08	3,780.45	3,895.93	3,974.20	4,054.03
	41.69	43.10	44.57	46.00	47.33	48.78	50.27	51.28	52.31

**Effective 2018 04 01 Through 2019 03 31**

NORTHERN NURSE 3	82,891	85,944	89,017	92,374	96,215	99,935	103,837	105,899
NF3	3,177.50	3,294.53	3,412.33	3,540.98	3,688.23	3,830.83	3,980.40	4,059.45
	41.00	42.51	44.03	45.69	47.59	49.43	51.36	52.38

**Effective 2019 04 01 Through 2020 03 31**

NORTHERN NURSE 3	84,044	87,157	90,271	93,667	97,549	101,330	105,272	107,395
NF3	3,221.68	3,341.03	3,460.38	3,590.58	3,739.38	3,884.30	4,035.43	4,116.80
	41.57	43.11	44.65	46.33	48.25	50.12	52.07	53.12

**Effective 2020 04 01 Through 2021 03 31**

NORTHERN NURSE 3	84,468	87,582	90,716	94,132	98,034	101,835	105,798	107,921
NF3	3,237.95	3,357.30	3,477.43	3,608.40	3,757.98	3,903.68	4,055.58	4,136.95
	41.78	43.32	44.87	46.56	48.49	50.37	52.33	53.38

**Effective 2021 04 01 Through 2022 03 31**

NORTHERN NURSE 3	85,479	88,633	91,807	95,265	99,227	103,048	107,254	111,621	113,844
NF3	3,276.70	3,397.60	3,519.28	3,651.80	3,803.70	3,950.18	4,111.38	4,278.78	4,364.03
	42.28	43.84	45.41	47.12	49.08	50.97	53.05	55.21	56.31

**Effective 2022 04 01 Through 2023 03 31**

NORTHERN NURSE 3	87,178	90,412	93,647	97,165	101,208	105,111	109,397	113,844	116,129
NF3	3,341.80	3,465.80	3,589.80	3,724.65	3,879.65	4,029.23	4,193.53	4,364.03	4,451.60
	43.12	44.72	46.32	48.06	50.06	51.99	54.11	56.31	57.44

**Effective 2018 04 01 Through 2019 03 31**

NURSE 1	73,693	76,260	78,848	81,537	84,165	86,894	88,613
NN1	2,824.88	2,923.30	3,022.50	3,125.58	3,226.33	3,330.95	3,396.83
	36.45	37.72	39.00	40.33	41.63	42.98	43.83

**Effective 2019 04 01 Through 2020 03 31**

NURSE 1	74,724	77,332	79,940	82,669	85,338	88,108	89,867
NN1	2,864.40	2,964.38	3,064.35	3,168.98	3,271.28	3,377.45	3,444.88
	36.96	38.25	39.54	40.89	42.21	43.58	44.45

**Effective 2020 04 01 Through 2021 03 31**

NURSE 1	75,088	77,716	80,344	83,074	85,762	88,552	90,311
NN1	2,878.35	2,979.10	3,079.85	3,184.48	3,287.55	3,394.50	3,461.93
	37.14	38.44	39.74	41.09	42.42	43.80	44.67

**Effective 2021 04 01 Through 2022 03 31**

NURSE 1	75,997	78,646	81,314	84,084	86,794	89,604	91,403	93,223
NN1	2,913.23	3,014.75	3,117.05	3,223.23	3,327.08	3,434.80	3,503.78	3,573.53
	37.59	38.90	40.22	41.59	42.93	44.32	45.21	46.11

**Effective 2022 04 01 Through 2023 03 31**

NURSE 1	77,514	80,223	82,932	85,762	88,532	91,403	93,223	95,083	96,983
NN1	2,971.35	3,075.20	3,179.05	3,287.55	3,393.73	3,503.78	3,573.53	3,644.83	3,717.68
	38.34	39.68	41.02	42.42	43.79	45.21	46.11	47.03	47.97

**Effective 2018 04 01 Through 2019 03 31**

NURSE 2	76,503	79,070	81,759	84,388	86,834	89,482	92,232	94,072
NN2	2,932.60	3,031.03	3,134.10	3,234.85	3,328.63	3,430.15	3,535.55	3,606.08
	37.84	39.11	40.44	41.74	42.95	44.26	45.62	46.53

**Effective 2019 04 01 Through 2020 03 31**

NURSE 2	77,554	80,182	82,912	85,580	88,047	90,736	93,526	95,406
NN2	2,972.90	3,073.65	3,178.28	3,280.58	3,375.13	3,478.20	3,585.15	3,657.23
	38.36	39.66	41.01	42.33	43.55	44.88	46.26	47.19

**Effective 2020 04 01 Through 2021 03 31**

NURSE 2	77,958	80,587	83,316	86,005	88,492	91,201	93,991	95,871
NN2	2,988.40	3,089.15	3,193.78	3,296.85	3,392.18	3,496.03	3,602.98	3,675.05
	38.56	39.86	41.21	42.54	43.77	45.11	46.49	47.42

**Effective 2021 04 01 Through 2022 03 31**

NURSE 2	78,888	81,537	84,327	87,036	89,543	92,293	95,123	97,024	98,964
NN2	3,024.05	3,125.58	3,232.53	3,336.38	3,432.48	3,537.88	3,646.38	3,719.23	3,793.63
	39.02	40.33	41.71	43.05	44.29	45.65	47.05	47.99	48.95

**Effective 2022 04 01 Through 2023 03 31**

NURSE 2	80,465	83,174	86,005	88,775	91,342	94,132	97,024	98,964	100,946
NN2	3,084.50	3,188.35	3,296.85	3,403.03	3,501.45	3,608.40	3,719.23	3,793.63	3,869.58
	39.80	41.14	42.54	43.91	45.18	46.56	47.99	48.95	49.93

**Effective 2018 04 01 Through 2019 03 31**

NURSE 3	79,111	82,042	84,974	88,168	91,848	95,386	99,106	101,087
NN3	3,032.58	3,144.95	3,257.33	3,379.78	3,520.83	3,656.45	3,799.05	3,875.00
	39.13	40.58	42.03	43.61	45.43	47.18	49.02	50.00

**Effective 2019 04 01 Through 2020 03 31**

NURSE 3	80,223	83,195	86,167	89,401	93,121	96,720	100,501	102,502
NN3	3,075.20	3,189.13	3,303.05	3,427.05	3,569.65	3,707.60	3,852.53	3,929.25
	39.68	41.15	42.62	44.22	46.06	47.84	49.71	50.70

**Effective 2020 04 01 Through 2021 03 31**

NURSE 3	80,627	83,599	86,591	89,867	93,587	97,205	101,006	103,028
NN3	3,090.70	3,204.63	3,319.33	3,444.88	3,587.48	3,726.20	3,871.90	3,949.40
	39.88	41.35	42.83	44.45	46.29	48.08	49.96	50.96

**Effective 2021 04 01 Through 2022 03 31**

NURSE 3	81,598	84,610	87,643	90,938	94,719	98,378	102,381	106,546	108,669
NN3	3,127.90	3,243.38	3,359.63	3,485.95	3,630.88	3,771.15	3,924.60	4,084.25	4,165.63
	40.36	41.85	43.35	44.98	46.85	48.66	50.64	52.70	53.75

**Effective 2022 04 01 Through 2023 03 31**

NURSE 3	83,235	86,308	89,401	92,758	96,599	100,339	104,423	108,669	110,852
NN3	3,190.68	3,308.48	3,427.05	3,555.70	3,702.95	3,846.33	4,002.88	4,165.63	4,249.33
	41.17	42.69	44.22	45.88	47.78	49.63	51.65	53.75	54.83

**Effective 2018 04 01 Through 2019 03 31**

NURSE GRADUATE	67,526	68,921
NIL	2,588.50	2,641.98
	33.40	34.09

**Effective 2019 04 01 Through 2020 03 31**

NURSE GRADUATE	68,477	69,892
NIL	2,624.93	2,679.18
	33.87	34.57

**Effective 2020 04 01 Through 2021 03 31**

NURSE GRADUATE	68,820	70,235
NIL	2,638.10	2,692.35
	34.04	34.74

**Effective 2021 04 01 Through 2022 03 31**

NURSE GRADUATE	69,649	71,084
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NIL	2,669.88	2,724.90
	34.45	35.16

**Effective 2022 04 01 Through 2023 03 31**

NURSE GRADUATE	71,044	72,500
NIL	2,723.35	2,779.15
	35.14	35.86

**Effective 2018 04 01 Through 2019 03 31**

NURSE PRACTITIONER	99,712	107,031	111,418	115,826	120,557	122,962
NP	3,822.30	4,102.85	4,271.03	4,439.98	4,621.33	4,713.55
	49.32	52.94	55.11	57.29	59.63	60.82

**Effective 2019 04 01 Through 2020 03 31**

NURSE PRACTITIONER	101,107	108,527	112,975	117,443	122,255	124,701
NP	3,875.78	4,160.20	4,330.70	4,501.98	4,686.43	4,780.20
	50.01	53.68	55.88	58.09	60.47	61.68

**Effective 2020 04 01 Through 2021 03 31**

NURSE PRACTITIONER	101,613	109,073	113,541	118,029	122,861	125,308
NP	3,895.15	4,181.13	4,352.40	4,524.45	4,709.68	4,803.45
	50.26	53.95	56.16	58.38	60.77	61.98

**Effective 2021 04 01 Through 2022 03 31**

NURSE PRACTITIONER	102,826	110,367	114,916	119,445	124,337	126,824
NP	3,941.65	4,230.73	4,405.10	4,578.70	4,766.25	4,861.58
	50.86	54.59	56.84	59.08	61.50	62.73

**Effective 2022 04 01 Through 2023 03 31**

NURSE PRACTITIONER	104,888	112,571	117,201	121,830	126,824	129,351
NP	4,020.70	4,315.20	4,492.68	4,670.15	4,861.58	4,958.45
	51.88	55.68	57.97	60.26	62.73	63.98