

APPENDIX A

25 YEAR STEP (effective 10/1/18):

- Employees who are at Step 11 with 20 years or more of experience, 5 of which are at KP, and who have been at Step 11 for 5 years will be granted a 2.5% 25-year longevity step.

RN72

- 1449 RN, OPD TEAM LED, OFN
- 1452 RN, INPAT, CHARGE, OFN
- 3228 NURSE, PUBLIC HLTH LEAD-INFUS
- 3300 RN TEAM LEAD OFN-DUAL BLS
- 3302 RN, INPAT CHARGE OFN-DUAL
- 3318 RN, OPD TEAM LEAD OFN-DUAL
- 3845 RN, REGIONAL ADVICE CHARGE
- 4030 NURSE, TEAM LEAD-HOME HEALTH
- 4124 CASE MGR TEAM LEAD RN-BLS
- 4162 CASE MGR TEAM LEAD RN-DUAL
- 4309 NURSE, TEAM LEAD-HOSP/PALL
- 4338 CASE MGR TEAM LEAD-GEN SURG
- 3863 SPEC, CLINICAL INFORMATICS

STEP	MOS	HRS	10/1/2020	10/1/2021 (3%)	10/1/2022 (3%)	10/1/2023 (2%)	10/1/2024 (2%)
1	0	0	42.30	47.03	48.35	49.26	50.19
2	12	1,000	43.83	48.61	49.98	50.92	51.87
3	24	2,000	45.42	50.25	51.66	52.64	53.63
4	36	3,000	47.00	51.87	53.34	54.35	55.37
5	48	4,000	48.66	53.58	55.10	56.14	57.21
6	60	5,000	50.54	55.52	57.10	58.18	59.28
7	96	8,000	52.46	57.50	59.13	60.25	61.40
8	120	10,000	54.48	59.58	61.28	62.44	63.63
9	180	15,000	56.60	61.76	63.52	64.73	65.97
10	192	16,000	58.23	63.44	65.25	66.50	67.77
11	240	20,000	59.91	65.17	67.04	68.32	69.62
12	LONGEVITY STEP		61.36	66.73	68.64	69.95	71.29

RN73

1451 RN, INPATIENT, OFN	2456 COORD, ADULT FSTR HOME CARE
3301 RN, INPATIENT, OFN-DUAL	0953 NURSE, PUBLIC HLTH
1448 RN, OUTPAT OFN	4011 NURSE, PUBLIC HLTH-HOSP & PALL
3299 RN, OUTPAT OFN-DUAL	1707 NURSE, PUBLIC HLTH-INFUS
3304 RN, OUTPAT OFN-DUAL-PHARM	4379 NURSE, PUBLIC HLTH-PALL/ONC
4876 RN, PERITONEAL DIALYSIS	0960 NURSE, RESOURCE-HH
3844 RN, REGIONAL ADVICE	4775 CLINICAL RN NAVIGATOR, OHSU
5268 RN GRAD, EMER DEPT	4286 RN NAVIGATOR
4489 RN GRAD, INPT	4605 RN NAVIGATOR, HEAD-NECK CANCER
4439 RN GRAD, OUTPT-PART 1	4935 RN NAVIGATOR-SPINE CENTER
5254 RN GRAD, OUTPT-PART 2	4888 RN, ADVICE - HOSPICE_PALL CARE
2387 CASE MGR, CHF-OFN	4870 RN, HOME HEALTH ACCESS
1684 CASE MGR, HIGH RISK OB/GYN	4871 RN, HOSPICE/PALL CARE ACCESS
4337 CASE MGR, RN GEN SURG-DUAL BLS	2013 RN, IMAGING SVCS CATH LAB
4161 CASE MGR, RN-DUAL	
4120 CASE MGR, RN-DUAL BLS	
5128 CASE MGR, RN-MH	

STEP	MOS	HRS	10/1/2020	10/1/2021 (3%)	10/1/2022 (3%)	10/1/2023 (2%)	10/1/2024 (2%)
1	0	0	40.25	44.03	45.35	46.26	47.19
2	12	1,000	41.78	45.61	46.98	47.92	48.87
3	24	2,000	43.37	47.25	48.66	49.64	50.63
4	36	3,000	44.95	48.87	50.34	51.35	52.37
5	48	4,000	46.61	50.58	52.10	53.14	54.21
6	60	5,000	48.49	52.52	54.10	55.18	56.28
7	96	8,000	50.41	54.50	56.13	57.25	58.40
8	120	10,000	52.43	56.58	58.28	59.44	60.63
9	180	15,000	54.55	58.76	60.52	61.73	62.97
10	192	16,000	56.18	60.44	62.25	63.50	64.77
11	240	20,000	57.86	62.17	64.04	65.32	66.62
12	LONGEVITY STEP		59.31	63.73	65.64	66.95	68.29

RN74

2443 RN, FIRST ASSIST

4411 RN, FIRST ASSIST-AMB SURGERY

STEP	MOS	HRS	10/1/2020	10/1/2021 (3%)	10/1/2022 (3%)	10/1/2023 (2%)	10/1/2024 (2%)
1	0	0	44.27	48.44	49.89	50.89	51.90
2	12	1,000	45.95	50.17	51.67	52.71	53.76
3	24	2,000	47.71	51.97	53.53	54.60	55.69
4	36	3,000	49.44	53.76	55.37	56.48	57.61
5	48	4,000	51.26	55.64	57.31	58.46	59.63
6	60	5,000	53.34	57.77	59.50	60.69	61.91
7	96	8,000	55.44	59.95	61.75	62.98	64.24
8	120	10,000	57.67	62.24	64.10	65.38	66.69
9	180	15,000	60.00	64.64	66.58	67.91	69.27
10	192	16,000	61.80	66.48	68.48	69.85	71.25
11	240	20,000	63.64	68.39	70.44	71.85	73.29
12	LONGEVITY STEP		65.24	70.10	72.20	73.64	75.12

RN76

1678 NURSE, WOUND/OSTOMY/CONT-CCS

3065 TRAINER, TELEPHONE ADVICE NRS

4326 SPEC, CLINICAL DOC IMPROVEMENT

4762 NURSE, PUBLIC HLTH/CWOCN-CCS

STEP	MOS	HRS	10/1/2020	10/1/2021 (3%)	10/1/2022 (3%)	10/1/2023 (2%)	10/1/2024 (2%)
1	0	0	44.54	48.45	49.90	50.90	51.92
2	12	1,000	46.14	50.10	51.60	52.63	53.69
3	24	2,000	47.81	51.82	53.37	54.44	55.53
4	36	3,000	49.48	53.54	55.15	56.25	57.37
5	48	4,000	51.21	55.32	56.98	58.12	59.28
6	60	5,000	53.19	57.36	59.08	60.26	61.47
7	96	8,000	55.20	59.43	61.21	62.44	63.69
8	120	10,000	57.33	61.62	63.47	64.74	66.04
9	180	15,000	59.55	63.91	65.83	67.15	68.49
10	192	16,000	61.26	65.67	67.64	69.00	70.38
11	240	20,000	63.04	67.51	69.53	70.92	72.34
12	LONGEVITY STEP		64.61	69.19	71.27	72.70	74.15

RN86

4405 LEAD, RNFA

STEP	MOS	HRS	10/1/2020	10/1/2022 (3%)	10/1/2022 (3%)	10/1/2023 (2%)	10/1/2024 (2%)
1	0	0	46.32	51.44	52.89	53.89	54.90
2	12	1,000	48.00	53.17	54.67	55.71	56.76
3	24	2,000	49.76	54.97	56.53	57.60	58.69
4	36	3,000	51.49	56.76	58.37	59.48	60.61
5	48	4,000	53.31	58.64	60.31	61.46	62.63
6	60	5,000	55.39	60.77	62.50	63.69	64.91
7	96	8,000	57.49	62.95	64.75	65.98	67.24
8	120	10,000	59.72	65.24	67.10	68.38	69.69
9	180	15,000	62.05	67.64	69.58	70.91	72.27
10	192	16,000	63.85	69.48	71.48	72.85	74.25
11	240	20,000	65.69	71.39	73.44	74.85	76.29
12	LONGEVITY STEP		67.29	73.10	75.20	76.64	78.12

RN89

5487 RN, INPATIENT, OFN FLOAT

5489 RN, INPATIENT, OFN Labor & Del- Float Pool, Northwest

STEP	MOS	HRS	10/1/2020	10/1/2022 (3%)	10/2/2022 (3%)	10/1/2023 (2%)	10/1/2024 (2%)
1	0	0	43.25	47.03	48.35	49.26	50.19
2	12	1,000	44.78	48.61	49.98	50.92	51.87
3	24	2,000	46.37	50.25	51.66	52.64	53.63
4	36	3,000	47.95	51.87	53.34	54.35	55.37
5	48	4,000	49.61	53.58	55.10	56.14	57.21
6	60	5,000	51.49	55.52	57.10	58.18	59.28
7	96	8,000	53.41	57.50	59.13	60.25	61.40
8	120	10,000	55.43	59.58	61.28	62.44	63.63
9	180	15,000	57.55	61.76	63.52	64.73	65.97
10	192	16,000	59.18	63.44	65.25	66.50	67.77
11	240	20,000	60.86	65.17	67.04	68.32	69.62
12	LONGEVITY STEP		62.31	66.73	68.64	69.95	71.29

RN87

4651 RN, OUTPAT DUAL (BL)

4960 CASE MGR, RN-DUAL BLS (BL)

STEP	MOS	HRS	10/1/2020	10/1/2021 (3%)	10/1/2022 (3%)	10/1/2023 (2%)	10/1/2024 (2%)
1	0	0	41.40	45.18	46.50	47.41	48.34
2	12	1,000	42.93	46.76	48.13	49.07	50.02
3	24	2,000	44.52	48.40	49.81	50.79	51.78
4	36	3,000	46.10	50.02	51.49	52.50	53.52
5	48	4,000	47.76	51.73	53.25	54.29	55.36
6	60	5,000	49.64	53.67	55.25	56.33	57.43
7	96	8,000	51.56	55.65	57.28	58.40	59.55
8	120	10,000	53.58	57.73	59.43	60.59	61.78
9	180	15,000	55.70	59.91	61.67	62.88	64.12
10	192	16,000	57.33	61.59	63.40	64.65	65.92
11	240	20,000	59.01	63.32	65.19	66.47	67.77
12	LONGEVITY STEP		60.46	64.88	66.79	68.10	69.44

RN88

4652 RN, TEAM LEAD OUTPAT DUAL (BL)

STEP	MOS	HRS	10/1/2020 (3%)	10/1/2021 (3%)	10/1/2022 (3%)	10/1/2023 (2%)	10/1/2024 (2%)
1	0	0	43.45	48.18	49.50	50.41	51.34
2	12	1,000	44.98	49.76	51.13	52.07	53.02
3	24	2,000	46.57	51.40	52.81	53.79	54.78
4	36	3,000	48.15	53.02	54.49	55.50	56.52
5	48	4,000	49.81	54.73	56.25	57.29	58.36
6	60	5,000	51.69	56.67	58.25	59.33	60.43
7	96	8,000	53.61	58.65	60.28	61.40	62.55
8	120	10,000	55.63	60.73	62.43	63.59	64.78
9	180	15,000	57.75	62.91	64.67	65.88	67.12
10	192	16,000	59.38	64.59	66.40	67.65	68.92
11	240	20,000	61.06	66.32	68.19	69.47	70.77
12	LONGEVITY STEP		62.51	67.88	69.79	71.10	72.44

APPENDIX A

HOURLY DIFFERENTIALS

DIFFERENTIAL	RATE PER HOUR
In-Lieu-of-Benefits (For short-hour, temporary & on-call RN's ineligible to receive benefits)	\$1.10 Inpatient RN
	\$1.063 Outpatient RN
Standby – Regular	\$4.75
Standby – Recognized Holiday	\$11.88
Evening Shift, Outpatient	\$3.00
Evening Shift, Inpatient	\$3.00
Night Shift, Outpatient	\$5.90
Night Shift, Inpatient	\$5.90
Float Pool, Inpatient	\$3.00
Preceptor	\$2.00
RN, Team Lead / Charge Nurse	\$3.00 (Differential built into salary scale RN72)

HOURLY ADD-ONS 7/70 EMPLOYEES

Add-ons for compensated hours in-lieu-of vacation and holiday based on existing formula.