

Northwood Wage Rates

Annual Equivalent Based on 2080 Hours

LPN 1

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LPN1

November 1, 2014 (0%)	Annual	\$39,289
	Hourly	18.8888
November 1, 2015 (0%)	Annual	\$39,289
	Hourly	18.8888
November 1, 2016 (1.0%)	Annual	\$39,682
	Hourly	19.0777
November 1, 2017 (1.5%)	Annual	\$40,277
	Hourly	19.3639
October 31, 2018 (0.5%)	Annual	\$40,478
	Hourly	19.4607
November 1, 2018(1.5%)	Annual	\$41,085
	Hourly	19.7526
October 31, 2019 (0.5%)	Annual	\$41,291
	Hourly	19.8513
November 1, 2019(1.5%)	Annual	\$41,910
	Hourly	20.1491
October 31, 2020 (0.5%)	Annual	\$42,120
	Hourly	20.2499

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LPN 2

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LPN 2		Start	Year 1	Year 2	Year 3	Year 25
November 1, 2014 (0%)	Annual	\$46,004	\$47,058	\$48,075	\$49,408	\$51,137
	Hourly	22.1175	22.6240	23.1128	23.7539	24.5853
November 1, 2015 (0%)	Annual	\$46,004	\$47,058	\$48,075	\$49,408	\$51,137
	Hourly	22.1175	22.6240	23.1128	23.7539	24.5853
November 1, 2016 (1.0%)	Annual	\$46,464	\$47,529	\$48,556	\$49,902	\$51,648
	Hourly	22.3387	22.8502	23.3439	23.9914	24.8312
November 1, 2017 (1.5%)	Annual	\$47,161	\$48,242	\$49,284	\$50,651	\$52,423
	Hourly	22.6738	23.1930	23.6941	24.3513	25.2036
October 31, 2018 (0.5%)	Annual	\$47,397	\$48,483	\$49,531	\$50,904	\$52,685
	Hourly	22.7871	23.3090	23.8126	24.4731	25.3296
November 1, 2018 (1.5%)	Annual	\$48,108	\$49,210	\$50,273	\$51,667	\$53,475
	Hourly	23.1289	23.6586	24.1697	24.8402	25.7096
October 31, 2019 (0.5%)	Annual	\$48,348	\$49,456	\$50,525	\$51,926	\$53,743
	Hourly	23.2446	23.7769	24.2906	24.9644	25.8381
November 1, 2019 (1.5%)	Annual	\$49,074	\$50,198	\$51,283	\$52,705	\$54,549
	Hourly	23.5932	24.1335	24.6550	25.3388	26.2257
October 31, 2020 (0.5%)	Annual	\$49,319	\$50,449	\$51,539	\$52,968	\$54,822
	Hourly	23.7112	24.2542	24.7782	25.4655	26.3568

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RN 1

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RN1		Start
November 1, 2014 (0%)	Annual	\$55,701
	Hourly	26.7790
November 1, 2015 (0%)	Annual	\$55,701
	Hourly	26.7790
November 1, 2016 (1.0%)	Annual	\$56,258
	Hourly	27.0468
November 1, 2017 (1.5%)	Annual	\$57,102
	Hourly	27.4525
October 31, 2018 (0.5%)	Annual	\$57,387
	Hourly	27.5898
November 1, 2018 (1.5%)	Annual	\$58,248
	Hourly	28.0036
October 31, 2019 (0.5%)	Annual	\$58,539
	Hourly	28.1436
November 1, 2019 (1.5%)	Annual	\$59,418
	Hourly	28.5658
October 31, 2020 (0.5%)	Annual	\$59,715
	Hourly	28.7086

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RN 2 & Hospice Nurses

RN2		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 25
November 1, 2014 (0%)	Annual	\$64,046	\$65,943	\$68,077	\$70,451	\$72,906	\$75,458	\$78,099
	Hourly	30.7914	31.7035	32.7298	33.8703	35.0509	36.2777	37.5476
November 1, 2015 (0%)	Annual	\$64,046	\$65,943	\$68,077	\$70,451	\$72,906	\$75,458	\$78,099
	Hourly	30.7914	31.7035	32.7298	33.8703	35.0509	36.2777	37.5476
November 1, 2016 (1.0%)	Annual	\$64,687	\$66,603	\$68,758	\$71,156	\$73,635	\$76,213	\$78,880
	Hourly	31.0993	32.0205	33.0571	34.2090	35.4014	36.6405	37.9231
November 1, 2017 (1.5%)	Annual	\$65,657	\$67,602	\$69,789	\$72,223	\$74,740	\$77,356	\$80,063
	Hourly	31.5658	32.5008	33.5530	34.7221	35.9324	37.1901	38.4919
October 31, 2018 (0.5%)	Annual	\$65,985	\$67,940	\$70,138	\$72,584	\$75,113	\$77,743	\$80,464
	Hourly	31.7236	32.6633	33.7207	34.8957	36.1121	37.3760	38.6844
November 1, 2018 (1.5%)	Annual	\$66,975	\$68,959	\$71,190	\$73,673	\$76,240	\$78,909	\$81,670
	Hourly	32.1995	33.1533	34.2265	35.4192	36.6538	37.9367	39.2646
October 31, 2019 (0.5%)	Annual	\$67,310	\$69,304	\$71,546	\$74,041	\$76,621	\$79,303	\$82,079
	Hourly	32.3605	33.3191	34.3977	35.5963	36.8370	38.1264	39.4610
November 1, 2019 (1.5%)	Annual	\$68,319	\$70,343	\$72,619	\$75,152	\$77,771	\$80,493	\$83,310
	Hourly	32.8459	33.8188	34.9136	36.1302	37.3896	38.6983	40.0529
October 31, 2020 (0.5%)	Annual	\$68,661	\$70,695	\$72,982	\$75,527	\$78,159	\$80,895	\$83,727
	Hourly	33.0101	33.9879	35.0882	36.3109	37.5765	38.8917	40.2531

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RN 3

RN3		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 25
November 1, 2014 (0%)	Annual	\$65,718	\$67,615	\$69,749	\$72,122	\$74,578	\$77,188	\$79,890
	Hourly	31.5953	32.5069	33.5333	34.6743	35.8549	37.1096	38.4085
November 1, 2015 (0%)	Annual	\$65,718	\$67,615	\$69,749	\$72,122	\$74,578	\$77,188	\$79,890
	Hourly	31.5953	32.5069	33.5333	34.6743	35.8549	37.1096	38.4085
November 1, 2016 (1.0%)	Annual	\$66,376	\$68,291	\$70,447	\$72,844	\$75,324	\$77,960	\$80,689
	Hourly	31.9113	32.8320	33.8686	35.0210	36.2134	37.4807	38.7926
November 1, 2017 (1.5%)	Annual	\$67,371	\$69,315	\$71,503	\$73,936	\$76,454	\$79,129	\$81,899
	Hourly	32.3900	33.3245	34.3766	35.5463	36.7566	38.0429	39.3745
October 31, 2018 (0.5%)	Annual	\$67,708	\$69,662	\$71,861	\$74,306	\$76,836	\$79,525	\$82,308
	Hourly	32.5519	33.4911	34.5485	35.7241	36.9404	38.2331	39.5713
November 1, 2018 (1.5%)	Annual	\$68,724	\$70,707	\$72,939	\$75,421	\$77,989	\$80,718	\$83,543
	Hourly	33.0402	33.9935	35.0667	36.2599	37.4945	38.8066	40.1649
October 31, 2019 (0.5%)	Annual	\$69,067	\$71,061	\$73,303	\$75,798	\$78,379	\$81,121	\$83,961
	Hourly	33.2054	34.1635	35.2421	36.4412	37.6820	39.0007	40.3657
November 1, 2019 (1.5%)	Annual	\$70,103	\$72,126	\$74,403	\$76,935	\$79,554	\$82,338	\$85,220
	Hourly	33.7035	34.6759	35.7707	36.9879	38.2472	39.5857	40.9712
October 31, 2020 (0.5%)	Annual	\$70,454	\$72,487	\$74,775	\$77,319	\$79,952	\$82,750	\$85,646
	Hourly	33.8720	34.8493	35.9495	37.1728	38.4385	39.7836	41.1761

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Occupational Health and Safety Nurses

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Northwood Occupational Health and Safety Nurses

		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 25
Salary set in MOA	Annual	\$66,837	\$69,196	\$71,555	\$73,914	\$76,273	\$78,632	\$81,384
	Hourly	32.1332	33.2673	34.4014	35.5356	36.6697	37.8038	39.1269
November 1, 2016 (1.0%)	Annual	\$67,505	\$69,888	\$72,271	\$74,653	\$77,036	\$79,418	\$82,198
	Hourly	32.4545	33.6000	34.7455	35.8909	37.0364	38.1819	39.5182
November 1, 2017 (1.5%)	Annual	\$68,518	\$70,936	\$73,355	\$75,773	\$78,191	\$80,610	\$83,431
	Hourly	32.9413	34.1040	35.2666	36.4293	37.5920	38.7546	40.1110
October 31, 2018 (0.5%)	Annual	\$68,861	\$71,291	\$73,721	\$76,152	\$78,582	\$81,013	\$83,848
	Hourly	33.1060	34.2745	35.4430	36.6114	37.7799	38.9484	40.3115
November 1, 2018 (1.5%)	Annual	\$69,893	\$72,360	\$74,827	\$77,294	\$79,761	\$82,228	\$85,106
	Hourly	33.6026	34.7886	35.9746	37.1606	38.3466	39.5326	40.9162
October 31, 2019 (0.5%)	Annual	\$70,243	\$72,722	\$75,201	\$77,681	\$80,160	\$82,639	\$85,531
	Hourly	33.7706	34.9626	36.1545	37.3464	38.5383	39.7303	41.1208
November 1, 2019 (1.5%)	Annual	\$71,297	\$73,813	\$76,329	\$78,846	\$81,362	\$83,879	\$86,814
	Hourly	34.2772	35.4870	36.6968	37.9066	39.1164	40.3262	41.7376
October 31, 2020 (0.5%)	Annual	\$71,653	\$74,182	\$76,711	\$79,240	\$81,769	\$84,298	\$87,248
	Hourly	34.4486	35.6644	36.8803	38.0961	39.3120	40.5279	41.9463