

NSNU WAGE GRIDS

Annual Equivalent Based on 1950 hours

LPN1		
November 1, 2013 (3%)	Annual	\$39,289
	Hourly	20.1480
November 1, 2014 (0%)	Annual	\$39,289
	Hourly	20.1480
November 1, 2015 (0%)	Annual	\$39,289
	Hourly	20.1480
November 1, 2016 (1.0%)	Annual	\$39,682
	Hourly	20.3495
November 1, 2017 (1.5%)	Annual	\$40,277
	Hourly	20.6547
October 31, 2018 (0.5%)	Annual	\$40,479
	Hourly	20.7580
November 1, 2018 (1.5%)	Annual	\$41,086
	Hourly	21.0694
October 31, 2019 (0.5%)	Annual	\$41,291
	Hourly	21.1747
November 1, 2019 (1.5%)	Annual	\$41,910
	Hourly	21.4923
October 31, 2020 (0.5%)	Annual	\$42,120
	Hourly	21.5998

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LPN 2		Start	Year 1	Year 2	Year 3	Year 25*
November 1, 2013 (3%)	Annual	\$46,004	\$47,058	\$48,075	\$49,408	\$51,137
	Hourly	23.5918	24.1324	24.6539	25.3373	26.2241
November 1, 2014 (0%)	Annual	\$46,004	\$47,058	\$48,075	\$49,408	\$51,137
	Hourly	23.5918	24.1324	24.6539	25.3373	26.2241
November 1, 2015 (0%)	Annual	\$46,004	\$47,058	\$48,075	\$49,408	\$51,137
	Hourly	23.5918	24.1324	24.6539	25.3373	26.2241
November 1, 2016 (1.0%)	Annual	\$46,464	\$47,529	\$48,556	\$49,902	\$51,648
	Hourly	23.8277	24.3737	24.9004	25.5907	26.4863
November 1, 2017 (1.5%)	Annual	\$47,161	\$48,242	\$49,284	\$50,651	\$52,423
	Hourly	24.1851	24.7393	25.2739	25.9745	26.8836
October 31, 2018 (0.5%)	Annual	\$47,397	\$48,483	\$49,531	\$50,904	\$52,685
	Hourly	24.3061	24.8630	25.4003	26.1044	27.0181
November 1, 2018 (1.5%)	Annual	\$48,108	\$49,210	\$50,273	\$51,667	\$53,475
	Hourly	24.6707	25.2360	25.7813	26.4960	27.4233
October 31, 2019 (0.5%)	Annual	\$48,348	\$49,456	\$50,525	\$51,926	\$53,743
	Hourly	24.7940	25.3622	25.9102	26.6285	27.5604
November 1, 2019 (1.5%)	Annual	\$49,074	\$50,198	\$51,283	\$52,705	\$54,549
	Hourly	25.1659	25.7426	26.2989	27.0279	27.9738
October 31, 2020 (0.5%)	Annual	\$49,319	\$50,449	\$51,539	\$52,968	\$54,822
	Hourly	25.2917	25.8713	26.4304	27.1630	28.1137

*Recruitment and Retention Incentive (portability applies)

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RN1		Start
November 1, 2013 (3%)	Annual	\$55,701
	Hourly	28.5645
November 1, 2014 (0%)	Annual	\$55,701
	Hourly	28.5645
November 1, 2015 (0%)	Annual	\$55,701
	Hourly	28.5645
November 1, 2016 (1.0%)	Annual	\$56,258
	Hourly	28.8501
November 1, 2017 (1.5%)	Annual	\$57,102
	Hourly	29.2829
October 31, 2018 (0.5%)	Annual	\$57,387
	Hourly	29.4293
November 1, 2018 (1.5%)	Annual	\$58,248
	Hourly	29.8708
October 31, 2019 (0.5%)	Annual	\$58,539
	Hourly	30.0201
November 1, 2019 (1.5%)	Annual	\$59,418
	Hourly	30.4704
October 31, 2020 (0.5%)	Annual	\$59,715
	Hourly	30.6228

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RN2		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 25
November 1, 2013 (3%)	Annual	\$64,046	\$65,943	\$68,077	\$70,451	\$72,906	\$75,458	\$78,099
	Hourly	32.8441	33.8169	34.9115	36.1285	37.3878	38.6964	40.0507
November 1, 2014 (0%)	Annual	\$64,046	\$65,943	\$68,077	\$70,451	\$72,906	\$75,458	\$78,099
	Hourly	32.8441	33.8169	34.9115	36.1285	37.3878	38.6964	40.0507
November 1, 2015 (0%)	Annual	\$64,046	\$65,943	\$68,077	\$70,451	\$72,906	\$75,458	\$78,099
	Hourly	32.8441	33.8169	34.9115	36.1285	37.3878	38.6964	40.0507
November 1, 2016 (1.0%)	Annual	\$64,686	\$66,602	\$68,758	\$71,155	\$73,635	\$76,213	\$78,880
	Hourly	33.1725	34.1551	35.2606	36.4898	37.7617	39.0834	40.4512
November 1, 2017 (1.5%)	Annual	\$65,657	\$67,601	\$69,790	\$72,222	\$74,740	\$77,356	\$80,063
	Hourly	33.6701	34.6674	35.7895	37.0371	38.3281	39.6696	41.0580
October 31, 2018 (0.5%)	Annual	\$65,985	\$67,939	\$70,139	\$72,584	\$75,114	\$77,743	\$80,463
	Hourly	33.8385	34.8407	35.9685	37.2223	38.5197	39.8680	41.2633
November 1, 2018 (1.5%)	Annual	\$66,975	\$68,959	\$71,191	\$73,672	\$76,240	\$78,909	\$81,670
	Hourly	34.3461	35.3633	36.5080	37.7807	39.0975	40.4660	41.8822
October 31, 2019 (0.5%)	Annual	\$67,310	\$69,303	\$71,547	\$74,041	\$76,621	\$79,303	\$82,079
	Hourly	34.5178	35.5402	36.6905	37.9696	39.2930	40.6683	42.0916
November 1, 2019 (1.5%)	Annual	\$68,319	\$70,343	\$72,620	\$75,151	\$77,771	\$80,493	\$83,310
	Hourly	35.0356	36.0733	37.2409	38.5391	39.8824	41.2783	42.7230
October 31, 2020 (0.5%)	Annual	\$68,661	\$70,695	\$72,983	\$75,527	\$78,160	\$80,895	\$83,726
	Hourly	35.2107	36.2536	37.4271	38.7318	40.0818	41.4847	42.9366

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RN3		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 25
May 1, 2012 (expired)	Annual	\$62,248	\$64,044	\$66,066	\$68,314	\$70,640	\$73,112	\$75,671
	Hourly	31.9219	32.8433	33.8800	35.0328	36.2256	37.4935	38.8057
November 1, 2012 (2.5%)	Annual	\$63,804	\$65,646	\$67,718	\$70,022	\$72,406	\$74,940	\$77,563
	Hourly	32.7200	33.6644	34.7270	35.9086	37.1312	38.4308	39.7759
November 1, 2013 (3%)	Annual	\$65,718	\$67,615	\$69,749	\$72,122	\$74,578	\$77,188	\$79,890
	Hourly	33.7016	34.6743	35.7689	36.9859	38.2452	39.5837	40.9692
November 1, 2014 (0%)	Annual	\$65,718	\$67,615	\$69,749	\$72,122	\$74,578	\$77,188	\$79,890
	Hourly	33.7016	34.6743	35.7689	36.9859	38.2452	39.5837	40.9692
November 1, 2015 (0%)	Annual	\$65,718	\$67,615	\$69,749	\$72,122	\$74,578	\$77,188	\$79,890
	Hourly	33.7016	34.6743	35.7689	36.9859	38.2452	39.5837	40.9692
November 1, 2016 (1.0%)	Annual	\$66,375	\$68,291	\$70,447	\$72,844	\$75,324	\$77,960	\$80,689
	Hourly	34.0386	35.0211	36.1265	37.3557	38.6276	39.9796	41.3789
November 1, 2017 (1.5%)	Annual	\$67,371	\$69,315	\$71,503	\$73,936	\$76,454	\$79,130	\$81,899
	Hourly	34.5491	35.5464	36.6684	37.9161	39.2070	40.5793	41.9995
October 31, 2018 (0.5%)	Annual	\$67,708	\$69,662	\$71,861	\$74,306	\$76,836	\$79,525	\$82,309
	Hourly	34.7219	35.7241	36.8518	38.1057	39.4031	40.7822	42.2095
November 1, 2018 (1.5%)	Annual	\$68,723	\$70,707	\$72,939	\$75,421	\$77,989	\$80,718	\$83,543
	Hourly	35.2427	36.2600	37.4046	38.6772	39.9941	41.3939	42.8427
October 31, 2019 (0.5%)	Annual	\$69,067	\$71,061	\$73,304	\$75,798	\$78,378	\$81,122	\$83,961
	Hourly	35.4189	36.4413	37.5916	38.8706	40.1941	41.6009	43.0569
November 1, 2019 (1.5%)	Annual	\$70,103	\$72,126	\$74,403	\$76,935	\$79,554	\$82,339	\$85,220
	Hourly	35.9502	36.9879	38.1555	39.4537	40.7970	42.2249	43.7028
October 31, 2020 (0.5%)	Annual	\$70,453	\$72,487	\$74,775	\$77,319	\$79,952	\$82,750	\$85,646
	Hourly	36.1300	37.1728	38.3462	39.6509	41.0010	42.4360	43.9213

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RN4		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 25
May 1, 2012 (expired)	Annual	\$63,831	\$65,628	\$67,650	\$69,898	\$72,224	\$74,752	\$77,368
	Hourly	32.7341	33.6555	34.6922	35.8451	37.0379	38.3342	39.6759
November 1, 2012 (2.5%)	Annual	\$65,427	\$67,269	\$69,341	\$71,645	\$74,029	\$76,620	\$79,302
	Hourly	33.5525	34.4969	35.5595	36.7412	37.9638	39.2926	40.6678
November 1, 2013 (3%)	Annual	\$67,390	\$69,287	\$71,421	\$73,795	\$76,250	\$78,919	\$81,681
	Hourly	34.5590	35.5318	36.6263	37.8435	39.1027	40.4713	41.8878
November 1, 2014 (0%)	Annual	\$67,390	\$69,287	\$71,421	\$73,795	\$76,250	\$78,919	\$81,681
	Hourly	34.5590	35.5318	36.6263	37.8435	39.1027	40.4713	41.8878
November 1, 2015 (0%)	Annual	\$67,390	\$69,287	\$71,421	\$73,795	\$76,250	\$78,919	\$81,681
	Hourly	34.5590	35.5318	36.6263	37.8435	39.1027	40.4713	41.8878
November 1, 2016 (1.0%)	Annual	\$68,064	\$69,980	\$72,136	\$74,533	\$77,013	\$79,708	\$82,498
	Hourly	34.9046	35.8871	36.9926	38.2219	39.4938	40.8760	42.3067
November 1, 2017 (1.5%)	Annual	\$69,085	\$71,030	\$73,218	\$75,651	\$78,168	\$80,904	\$83,736
	Hourly	35.4282	36.4254	37.5475	38.7952	40.0862	41.4892	42.9413
October 31, 2018 (0.5%)	Annual	\$69,430	\$71,385	\$73,584	\$76,029	\$78,559	\$81,308	\$84,154
	Hourly	35.6053	36.6076	37.7352	38.9892	40.2866	41.6966	43.1560
November 1, 2018 (1.5%)	Annual	\$70,472	\$72,456	\$74,687	\$77,169	\$79,737	\$82,528	\$85,417
	Hourly	36.1394	37.1567	38.3012	39.5740	40.8909	42.3221	43.8034
October 31, 2019 (0.5%)	Annual	\$70,824	\$72,818	\$75,061	\$77,555	\$80,136	\$82,941	\$85,844
	Hourly	36.3201	37.3425	38.4928	39.7719	41.0954	42.5337	44.0224
November 1, 2019 (1.5%)	Annual	\$71,887	\$73,910	\$76,187	\$78,719	\$81,338	\$84,185	\$87,131
	Hourly	36.8649	37.9026	39.0701	40.3685	41.7118	43.1717	44.6827
October 31, 2020 (0.5%)	Annual	\$72,246	\$74,280	\$76,568	\$79,112	\$81,745	\$84,606	\$87,567
	Hourly	37.0492	38.0921	39.2655	40.5703	41.9203	43.3876	44.9061

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RN5		Start	Year 1	Year 2	Year 3	Year 4	Year 25
May 1, 2012 (expired)	Annual	\$71,316	\$73,862	\$76,420	\$78,977	\$81,741	\$84,602
	Hourly	36.5722	37.8780	39.1897	40.5009	41.9184	43.3856
November 1, 2012 (2.5%)	Annual	\$73,099	\$75,709	\$78,330	\$80,951	\$83,784	\$86,717
	Hourly	37.4865	38.8250	40.1694	41.5134	42.9664	44.4702
November 1, 2013 (3%)	Annual	\$75,292	\$77,980	\$80,680	\$83,380	\$86,298	\$89,318
	Hourly	38.6111	39.9897	41.3745	42.7588	44.2554	45.8043
November 1, 2014 (0%)	Annual	\$75,292	\$77,980	\$80,680	\$83,380	\$86,298	\$89,318
	Hourly	38.6111	39.9897	41.3745	42.7588	44.2554	45.8043
November 1, 2015 (0%)	Annual	\$75,292	\$77,980	\$80,680	\$83,380	\$86,298	\$89,318
	Hourly	38.6111	39.9897	41.3745	42.7588	44.2554	45.8043
November 1, 2016 (1.0%)	Annual	\$76,045	\$78,760	\$81,487	\$84,214	\$87,161	\$90,212
	Hourly	38.9973	40.3896	41.7882	43.1864	44.6979	46.2624
November 1, 2017 (1.5%)	Annual	\$77,185	\$79,941	\$82,709	\$85,477	\$88,468	\$91,565
	Hourly	39.5822	40.9954	42.4151	43.8342	45.3684	46.9563
October 31, 2018 (0.5%)	Annual	\$77,571	\$80,341	\$83,123	\$85,904	\$88,911	\$92,023
	Hourly	39.7801	41.2004	42.6271	44.0534	45.5953	47.1911
November 1, 2018 (1.5%)	Annual	\$78,735	\$81,546	\$84,370	\$87,193	\$90,244	\$93,403
	Hourly	40.3768	41.8184	43.2665	44.7142	46.2792	47.8990
October 31, 2019 (0.5%)	Annual	\$79,128	\$81,954	\$84,792	\$87,629	\$90,696	\$93,870
	Hourly	40.5787	42.0275	43.4829	44.9378	46.5106	48.1385
November 1, 2019 (1.5%)	Annual	\$80,315	\$83,183	\$86,063	\$88,943	\$92,056	\$95,278
	Hourly	41.1874	42.6579	44.1351	45.6118	47.2082	48.8605
October 31, 2020 (0.5%)	Annual	\$80,717	\$83,599	\$86,494	\$89,388	\$92,516	\$95,754
	Hourly	41.3933	42.8712	44.3558	45.8399	47.4443	49.1048

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RN6		Start	Year 1	Year 2	Year 3	Year 4	Year 25
May 1, 2012 (expired)	Annual	\$76,420	\$78,977	\$81,534	\$84,095	\$87,038	\$90,084
	Hourly	39.1898	40.5009	41.8125	43.1254	44.6348	46.1971
November 1, 2012 (2.5%)	Annual	\$78,331	\$80,951	\$83,573	\$86,197	\$89,214	\$92,336
	Hourly	40.1695	41.5134	42.8578	44.2036	45.7507	47.3520
November 1, 2013 (3%)	Annual	\$80,680	\$83,380	\$86,080	\$88,783	\$91,890	\$95,106
	Hourly	41.3746	42.7588	44.1435	45.5297	47.1232	48.7725
November 1, 2014 (0%)	Annual	\$80,680	\$83,380	\$86,080	\$88,783	\$91,890	\$95,106
	Hourly	41.3746	42.7588	44.1435	45.5297	47.1232	48.7725
November 1, 2015 (0%)	Annual	\$80,680	\$83,380	\$86,080	\$88,783	\$91,890	\$95,106
	Hourly	41.3746	42.7588	44.1435	45.5297	47.1232	48.7725
November 1, 2016 (1.0%)	Annual	\$81,487	\$84,214	\$86,941	\$89,671	\$92,809	\$96,058
	Hourly	41.7883	43.1864	44.5849	45.9850	47.5945	49.2603
November 1, 2017 (1.5%)	Annual	\$82,710	\$85,477	\$88,245	\$91,016	\$94,201	\$97,498
	Hourly	42.4152	43.8342	45.2537	46.6748	48.3084	49.9992
October 31, 2018 (0.5%)	Annual	\$83,123	\$85,904	\$88,686	\$91,471	\$94,672	\$97,986
	Hourly	42.6272	44.0534	45.4800	46.9081	48.5499	50.2492
November 1, 2018 (1.5%)	Annual	\$84,370	\$87,193	\$90,016	\$92,843	\$96,092	\$99,456
	Hourly	43.2666	44.7142	46.1622	47.6118	49.2782	51.0029
October 31, 2019 (0.5%)	Annual	\$84,792	\$87,629	\$90,466	\$93,307	\$96,573	\$99,953
	Hourly	43.4830	44.9378	46.3930	47.8498	49.5246	51.2579
November 1, 2019 (1.5%)	Annual	\$86,064	\$88,943	\$91,823	\$94,707	\$98,021	\$101,452
	Hourly	44.1352	45.6118	47.0889	48.5676	50.2674	52.0268
October 31, 2020 (0.5%)	Annual	\$86,494	\$89,388	\$92,282	\$95,180	\$98,512	\$101,959
	Hourly	44.3559	45.8399	47.3243	48.8104	50.5188	52.2869

1.035

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RN8		Start	Year 1	Year 2	Year 3	Year 4	Year 25
May 1, 2012 (expired)	Annual	\$68,938	\$71,325	\$73,712	\$76,099	\$78,762	\$81,519
	Hourly	35.3530	36.5771	37.8010	39.0250	40.3908	41.8045
November 1, 2012 (2.5%)	Annual	\$70,662	\$73,109	\$75,555	\$78,001	\$80,731	\$83,557
	Hourly	36.2369	37.4915	38.7460	40.0006	41.4006	42.8496
November 1, 2013 (3%)	Annual	\$72,782	\$75,302	\$77,821	\$80,341	\$83,153	\$86,063
	Hourly	37.3240	38.6163	39.9084	41.2006	42.6426	44.1351
November 1, 2014 (0%)	Annual	\$72,782	\$75,302	\$77,821	\$80,341	\$83,153	\$86,063
	Hourly	37.3240	38.6163	39.9084	41.2006	42.6426	44.1351
November 1, 2015 (0%)	Annual	\$72,782	\$75,302	\$77,821	\$80,341	\$83,153	\$86,063
	Hourly	37.3240	38.6163	39.9084	41.2006	42.6426	44.1351
November 1, 2016 (1.0%)	Annual	\$73,510	\$76,055	\$78,600	\$81,145	\$83,985	\$86,924
	Hourly	37.6972	39.0025	40.3075	41.6126	43.0691	44.5765
November 1, 2017 (1.5%)	Annual	\$74,612	\$77,196	\$79,779	\$82,362	\$85,244	\$88,228
	Hourly	38.2627	39.5875	40.9121	42.2368	43.7151	45.2451
October 31, 2018 (0.5%)	Annual	\$74,985	\$77,582	\$80,177	\$82,774	\$85,671	\$88,669
	Hourly	38.4540	39.7854	41.1167	42.4480	43.9337	45.4713
November 1, 2018 (1.5%)	Annual	\$76,110	\$78,745	\$81,380	\$84,015	\$86,956	\$89,999
	Hourly	39.0308	40.3822	41.7334	43.0847	44.5927	46.1534
October 31, 2019 (0.5%)	Annual	\$76,491	\$79,139	\$81,787	\$84,435	\$87,390	\$90,449
	Hourly	39.2259	40.5841	41.9421	43.3001	44.8156	46.3842
November 1, 2019 (1.5%)	Annual	\$77,638	\$80,326	\$83,014	\$85,702	\$88,701	\$91,806
	Hourly	39.8143	41.1929	42.5712	43.9496	45.4879	47.0799
October 31, 2020 (0.5%)	Annual	\$78,026	\$80,728	\$83,429	\$86,130	\$89,145	\$92,265
	Hourly	40.0134	41.3988	42.7841	44.1694	45.7153	47.3153

1.035

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RN9		Start	Year 1	Year 2	Year 3	Year 4	Year 25	
May 1, 2012 (expired)	Annual	\$71,326	\$73,712	\$76,099	\$78,488	\$81,235	\$84,079	1.035
	Hourly	36.5772	37.8010	39.0250	40.2504	41.6591	43.1172	1.035
November 1, 2012 (2.5%)	Annual	\$73,109	\$75,555	\$78,001	\$80,450	\$83,266	\$86,180	1.035
	Hourly	37.4916	38.7460	40.0006	41.2566	42.7006	44.1951	1.035
November 1, 2013 (3%)	Annual	\$75,302	\$77,821	\$80,341	\$82,864	\$85,764	\$88,766	1.035
	Hourly	38.6164	39.9084	41.2006	42.4943	43.9816	45.5210	1.035
November 1, 2014 (0%)	Annual	\$75,302	\$77,821	\$80,341	\$82,864	\$85,764	\$88,766	1.035
	Hourly	38.6164	39.9084	41.2006	42.4943	43.9816	45.5210	1.035
November 1, 2015 (0%)	Annual	\$75,302	\$77,821	\$80,341	\$82,864	\$85,764	\$88,766	1.035
	Hourly	38.6164	39.9084	41.2006	42.4943	43.9816	45.5210	1.035
November 1, 2016 (1.0%)	Annual	\$76,055	\$78,600	\$81,145	\$83,693	\$86,622	\$89,654	1.035
	Hourly	39.0026	40.3075	41.6126	42.9193	44.4214	45.9762	1.035
November 1, 2017 (1.5%)	Annual	\$77,196	\$79,779	\$82,362	\$84,948	\$87,921	\$90,998	1.035
	Hourly	39.5876	40.9121	42.2368	43.5631	45.0878	46.6658	1.035
October 31, 2018 (0.5%)	Annual	\$77,582	\$80,177	\$82,774	\$85,373	\$88,361	\$91,453	1.035
	Hourly	39.7855	41.1167	42.4480	43.7809	45.3132	46.8992	1.035
November 1, 2018 (1.5%)	Annual	\$78,746	\$81,380	\$84,015	\$86,653	\$89,686	\$92,825	1.035
	Hourly	40.3823	41.7334	43.0847	44.4376	45.9929	47.6026	1.035
October 31, 2019 (0.5%)	Annual	\$79,139	\$81,787	\$84,435	\$87,087	\$90,135	\$93,289	1.035
	Hourly	40.5842	41.9421	43.3001	44.6598	46.2229	47.8407	1.035
November 1, 2019 (1.5%)	Annual	\$80,326	\$83,014	\$85,702	\$88,393	\$91,487	\$94,689	1.035
	Hourly	41.1930	42.5712	43.9496	45.3297	46.9162	48.5583	1.035
October 31, 2020 (0.5%)	Annual	\$80,728	\$83,429	\$86,130	\$88,835	\$91,944	\$95,162	1.035
	Hourly	41.3990	42.7841	44.1694	45.5563	47.1508	48.8011	1.035

NSNU WAGE GRIDS

Annual Equivalent Based on 1950 hours

Nurse Practitioner		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 25
May. 1, 2012 (expired)	Annual	\$84,671	\$87,289	\$89,989	\$92,772	\$95,642	\$98,989	\$102,454
	Hourly	43.4210	44.7638	46.1484	47.5756	49.0471	50.7637	52.5405
November 1, 2012 (2.5%)	Annual	\$86,788	\$89,472	\$92,239	\$95,092	\$98,033	\$101,464	\$105,015
	Hourly	44.5065	45.8829	47.3022	48.7650	50.2733	52.0328	53.8540
November 1, 2013 (3%)	Annual	\$89,391	\$92,156	\$95,006	\$97,945	\$100,974	\$104,508	\$108,166
	Hourly	45.8417	47.2594	48.7212	50.2280	51.7815	53.5938	55.4696
November 1, 2014 (0%)	Annual	\$89,391	\$92,156	\$95,006	\$97,945	\$100,974	\$104,508	\$108,166
	Hourly	45.8417	47.2594	48.7212	50.2280	51.7815	53.5938	55.4696
November 1, 2015 (0%)	Annual	\$89,391	\$92,156	\$95,006	\$97,945	\$100,974	\$104,508	\$108,166
	Hourly	45.8417	47.2594	48.7212	50.2280	51.7815	53.5938	55.4696
November 1, 2016 (1.0%)	Annual	\$90,285	\$93,077	\$95,956	\$98,924	\$101,984	\$105,553	\$109,247
	Hourly	46.3001	47.7320	49.2084	50.7302	52.2993	54.1298	56.0243
November 1, 2017 (1.5%)	Annual	\$91,640	\$94,474	\$97,396	\$100,408	\$103,513	\$107,136	\$110,886
	Hourly	46.9946	48.4480	49.9466	51.4912	53.0838	54.9417	56.8647
October 31, 2018 (0.5%)	Annual	\$92,098	\$94,946	\$97,883	\$100,910	\$104,031	\$107,672	\$111,441
	Hourly	47.2296	48.6902	50.1963	51.7487	53.3492	55.2164	57.1490
November 1, 2018 (1.5%)	Annual	\$93,479	\$96,370	\$99,351	\$102,424	\$105,591	\$109,287	\$113,112
	Hourly	47.9381	49.4206	50.9492	52.5249	54.1494	56.0447	58.0062
October 31, 2019 (0.5%)	Annual	\$93,947	\$96,852	\$99,848	\$102,936	\$106,119	\$109,834	\$113,678
	Hourly	48.1777	49.6677	51.2040	52.7875	54.4202	56.3249	58.2963
November 1, 2019 (1.5%)	Annual	\$95,356	\$98,305	\$101,345	\$104,480	\$107,711	\$111,481	\$115,383
	Hourly	48.9004	50.4127	51.9720	53.5793	55.2365	57.1698	59.1707
October 31, 2020 (0.5%)	Annual	\$95,833	\$98,796	\$101,852	\$105,002	\$108,250	\$112,038	\$115,960
	Hourly	49.1449	50.6648	52.2319	53.8472	55.5127	57.4556	59.4666