

Effective 7/7/2019

| Job Title | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 (7 yr) | Step 8 (10 yr) | Step 9 (15 yr) | Step 10 (20 yr) | Step 11 (25 yr) |
|----------------|--------|--------|--------|--------|--------|--------|---------------|----------------|----------------|-----------------|-----------------|
| RN New Grad | 59.31 | | | | | | | | | | |
| RN Specialized | 65.06 | 66.88 | 68.76 | 70.68 | 73.06 | 75.40 | 77.48 | 79.60 | 81.80 | 84.04 | 85.76 |

B. Per Diem Wage Grid: (10% above the wage grid)

| Job Title | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 (7 yr) | Step 8 (10 yr) | Step 9 (15 yr) | Step 10 (20 yr) | Step 11 (25 yr) |
|----------------|--------|--------|--------|--------|--------|--------|---------------|----------------|----------------|-----------------|-----------------|
| RN New Grad | 65.25 | | | | | | | | | | |
| RN Specialized | 71.57 | 73.57 | 75.64 | 77.75 | 80.37 | 82.94 | 85.23 | 87.56 | 89.98 | 92.44 | 94.34 |

Effective 7/5/2020

| Job Title | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 (7 yr) | Step 8 (10 yr) | Step 9 (15 yr) | Step 10 (20 yr) | Step 11 (25 yr) |
|----------------|--------|--------|--------|--------|--------|--------|---------------|----------------|----------------|-----------------|-----------------|
| RN New Grad | 61.09 | | | | | | | | | | |
| RN Specialized | 67.02 | 68.89 | 70.83 | 72.81 | 75.26 | 77.67 | 79.81 | 81.99 | 84.26 | 86.57 | 88.34 |

Per Diem Wage Grid: (10% above the wage grid)

| Job Title | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 (7 yr) | Step 8 (10 yr) | Step 9 (15 yr) | Step 10 (20 yr) | Step 11 (25 yr) |
|----------------|--------|--------|--------|--------|--------|--------|---------------|----------------|----------------|-----------------|-----------------|
| RN New Grad | 67.20 | | | | | | | | | | |
| RN Specialized | 73.73 | 75.78 | 77.92 | 80.10 | 82.79 | 85.44 | 87.80 | 90.19 | 92.69 | 95.23 | 97.18 |

C. Future Progression:

Once placed in the wage grid, an RN will progress yearly through the first six (6) steps. For movement through the tenure steps, defined as years of service as an RN at the Foundation, or at a Sutter Entity, an RN must have met the year's requirement for that step. No RN shall advance more than one step in any twelve (12) month period. If an employee is eligible for a step progression, the increase will be effective at the beginning of the pay period following the salary review date.

D. There will be a 3% increase to salary range effective the start of the first full pay period that commences after July 1, 2020, or the first full pay period one year after ratification,