

OREGON NURSE'S ASSOCIATION (ONA) SALARY SCHEDULE
Full and Half-Time, FLSA Exempt
Effective July 1, 2016

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
OF01-FT (Full-time) FLSA Exempt	\$4,143	\$4,309	\$4,481	\$4,660	\$4,847	\$5,041	\$5,242
OF02-FT (Full-time) FLSA Exempt	\$4,350	\$4,524	\$4,705	\$4,893	\$5,089	\$5,293	\$5,505
OF03-FT (Full Time) FLSA Exempt	\$4,661	\$4,847	\$5,041	\$5,243	\$5,453	\$5,671	\$5,898
OF01 - Hourly Equivalent	\$24.50	\$25.48	\$26.50	\$27.56	\$28.66	\$29.81	\$31.00
OF02-Hourly Equivalent	\$25.10	\$26.10	\$27.14	\$28.23	\$29.36	\$30.54	\$31.76

OF-01 - Associates in Nursing

OF-02 - Bachelor of Science in Nursing

OF-03 - Senior Nurse (BNS)

All ONA nurses shall, for purposes of the FLSA, be considered exempt, salaried, professional employees.

Each full time Public Health Nurse (PHN) or Community Outreach Nurse (CON) shall be advanced one step in the salary schedule on his/her anniversary date.

Effective January 1, 2005 the bilingual nurse shall be compensated for bilingual responsibilities with a 5% stipend on base salary.

Effective December 1, 2016 Nurses will be eligible for their step increase on their anniversary date as indicated on the above pay table with satisfactory performance.