

St. Francis Medical Center Current Wage Rate Comparison Report (Unionized)

2023 Wages Rates	St. Francis Medical Center (UNAC/UHCP)		Chino Valley Medical Center (UNAC/UHCP)	Paradise Valley Medical Center (UNAC/UHCP)	Garden Grove Hospital & Medical Center (UNAC/UHCP)		Beverly Community Hospital (UNAC/UHCP)	Kaiser Permanente Downey Medical Center (UNAC/UHCP)		Lakewood Regional Medical Center (UNAC/UHCP)			Fountain Valley Regional Hospital & Medical Center (NUHW)	
	Staff RN	Specialty RN	Staff RN	Staff RN	Staff RN	Specialty RN	Staff RN	RN Level II	RN Level III	RN Level I (Non Spec)	RN Level II (Spec)	RN Level III (Heart)	RN (CLINICAL I)	RN (CLINICAL II)
	8/2020 - 8/2023	8/2020 - 8/2023	12/2022 - 12/2023	10/2021 - 10/2024	2022	2022	eff. 5/2023	eff. 10/1/2022	eff. 10/1/2022	eff. 12/2022	eff. 12/2022	eff. 12/2022	eff. 12/2022	eff. 12/2022
Inexperience								50.584	52.612					
<1 Year	41.37	45.43	33.54	39.26	43.20	45.85	44.65	53.620	55.769	45.00	47.25	54.36	45.40	46.74
1 Year	42.58	46.76	35.85	39.85	44.49	47.23	46.46	57.911	60.229	48.15	50.56	54.36	45.84	47.20
2 Years	43.82	48.06	37.01	40.45	45.83	48.65	48.33	60.805	63.242	49.59	52.08	55.99	46.43	48.51
3 Years	45.10	49.39	38.17	41.06	47.20	50.11	49.29	63.846	66.402	50.58	53.12	57.11	48.16	50.31
4 Years	46.42	50.78	39.32	41.67	48.62	51.61	50.28	66.401	69.057	51.59	54.18	58.25	49.97	52.19
5 Years	47.78	52.20	40.50	42.29	50.08	53.16	51.29	69.055	71.821	52.62	55.26	59.42	51.84	54.16
6 Years			41.31	42.93			52.31	71.472	74.334	53.67	56.37	60.61	52.88	55.24
7 Years			42.13	43.58			53.37			54.74	57.50	61.82	53.94	56.34
8 Years	49.18	53.66	42.98	44.23	51.58	54.75	54.44	73.795	76.750	55.83	58.65	63.06	55.02	57.47
9 Years			43.84	44.89			55.52			56.95	59.82	64.32	56.12	58.62
10 Years	51.11	55.67	44.71	45.57	53.13	56.39	56.63	76.194	79.246	58.09	61.02	65.61	57.24	59.79
11 Years			45.61	46.25			57.76			59.25	62.24	66.92	58.38	60.99
12 Years			46.53	46.94			58.92			60.44	63.48	68.26	59.55	62.21
13 Years			47.45	47.65			60.10							
14 Years			48.40	48.36			61.30							
15 Years			49.37	49.09	54.72	58.09	62.52	78.175	81.305	61.65	64.75	69.63	60.74	63.45
16 Years				49.82			63.78							
17 Years				51.31			65.06							
18 Years				52.86			66.36							
19 Years				54.45			67.69							
20 Years	55.19	57.76		56.07	55.82	59.25	69.05	80.130	83.337	62.88	66.05	71.02	62.56	65.35
21 Years				57.76			70.43							
22 Years				59.49			71.84							
23 Years				61.27			73.28							
24 Years				63.12			74.74							
25 Years	57.35	62.19			56.93	60.43	76.23	82.134	85.422	64.14	67.37	72.44	64.44	67.31
26 Years							77.76							
27 Years							79.31							
28 Years							80.90							
29 Years							82.52							
30 Years	59.60	64.55			58.07	61.64								
Per Diem	10% over scale	10% over scale	Per Diem Registered Nurses shall be place on Step 10 (44.71)	Per Diem RNs scales are based on past experience: 42.23 (0-1.9 yr(s)), 45.32 (2-5.9 yrs), 48.41 (6-9.9 yrs) & 51.50 (10+ yrs)	53.13	56.39	65.11	20% above the current base rate	20% above the current base rate	53.26	56.70	60.66	55.56	
Minimum (FT/PT)	41.37	45.43	33.54	39.26	43.20	45.85	44.65	53.62 (Start Rate)	55.769 (Start Rate)	45.00	47.25	54.36	45.40	46.74
Maximum (FT/PT)	59.60	64.55	49.37	63.12	58.07	61.64	82.52	82.134	85.422	64.14	67.37	72.44	64.44	67.31

Source:
[St. Francis Medical Center Wage Rates: SFRNA CBA 8/14/2020-8/15/2023](#)
[Chino Valley Medical Center Wage Rates: CVRNA CBA 12/12/2022-12/12/2023](#)
[Paradise Valley Medical Center & UNAC CBA 2021-2024](#)
[Garden Grove Hospital & Medical Center Wage Rates: GGRNA CBA 10/1/2022-9/30/2025](#)
[Beverly Community Hospital Wage Rates: BHRNA CBA 2/4/2022-4/30/2025](#)
[Kaiser Permanente Downey Medical Center Wage Rates: Kaiser Registered Nurses Association and Medical Professionals CBA 10/1/2021-9/30/2025](#)
[Lakewood Regional Medical Center Wage Rates: LRNA CBA 12/12/2022-1/15/2026](#)
[Fountain Valley Regional Hospital & Medical Center Wage Rates: NUHW FV RN and Professionals CBA 12/1/2022-11/30/25](#)
[Hourly wage rate range retrieved from www.adventisthealth.org/glendale/careers/ \(RN Full-Time, Part-Time & Per Diem\) job postings listed pay range on May 30, 2023](#)
[Hourly wage rate range retrieved from www.adventisthealth.org/white-memorial/about-us/careers/ \(RN Full-Time, Part-Time & Per Diem\) job postings listed pay range on May 30, 2023](#)
[Hourly wage rate range retrieved from www.milch.org/nursing \(RN Full-Time, Part-Time & Per Diem\) job postings listed pay range on July 5, 2023](#)
[Hourly wage rate range retrieved from www.jobs.pihhealth.org/ \(RN Full-Time, Part-Time & Per Diem\) job postings listed pay range on July 6, 2023](#)

**St. Francis Medical Center
Current Wage Rate Comparison Report (Non-Unionized)**

	Adventist Health Glendale	Adventist Health White Memorial	Martin Luther King Jr. Community Hospital		PIH Health Downey Hospital	
	RN (FT, PT & PD)	RN (FT, PT & PD)	RN (FT & PT)	RN (PD)	RN (FT)	RN (PD) (Cardiology RN)
	2023	2023	2023	2023	2023	2023
2023 Hourly Wage Rate Range	46.67 to 69.94	45.75 to 68.57	46.45 to 74.62	57.00 to 59.43	45.00 to 73.82	62.00

Note:
 Adventist Health Glendale & White Memorial Full-Time, Part-Time & Per Diem RNs have the same base hourly wage rate range and may have additional compensation available for years of experience, differentials, extra shift incentives, bonuses, etc.
 Listed MLK Community Hospital differentials: ICU FT Night \$7, Telemetry Med-Surg. Float Pool FT Night \$7, ER FT 7PM \$17 and L&D FT Night \$7.
 Listed PIH Downey differentials: Night Shift \$7 & Mid Shift \$4