

**Sharp HealthCare, Kaiser Permanente, UC San Diego Health, Rady Children's Hospital
Current Wage Rate Comparison Report**

	Sharp HealthCare (UNAC/UHCP)	Sharp HealthCare (UNAC/UHCP)	Kaiser Permanente (UNAC/UHCP)	Kaiser Permanente (UNAC/UHCP)	UC San Diego Health (CNA)	UC San Diego Health (CNA)	Rady Children's Hospital - San Diego (UNOCH)	Rady Children's Hospital - San Diego (UNOCH)
2023 Wages Rates	Clinical Nurse	Advanced Clinician	RN Level II	RN Level III	Nurse, Clinical II	Nurse, Clinical III	Clinical Nurse II	Clinical Nurse III
	eff. 10/2022	eff. 10/2022	eff. 10/1/2022	eff. 10/1/2022	eff. 12/25/2022	eff. 12/25/2022	eff. 7/2022	eff. 7/2022
Inexperience			50.584	52.612				
<1 Year	52.56	-	53.620	55.769	55.98	59.12		
1 Year	55.72	-	57.911	60.229	57.14	60.28	49.35	58.16
2 Years	58.92	63.04	60.805	63.242	58.26	61.51	50.61	59.60
3 Years	60.10	64.30	63.846	66.402	59.43	62.76	51.86	61.11
4 Years	61.30	65.59	66.401	69.057	60.65	64.02	53.17	62.63
5 Years	61.91	66.25	69.055	71.821	61.84	65.32	54.48	64.19
6 Years	62.53	66.91	71.472	74.334	63.07	66.60	55.83	65.78
7 Years	63.16	67.58			64.36	67.93	57.26	67.42
8 Years	63.79	68.25	73.795	76.750	65.66	69.28	58.67	69.11
9 Years	64.43	68.94			66.94	70.67	60.13	70.86
10 Years	65.07	69.63	76.194	79.246	68.27	72.10	61.65	72.62
11 Years	65.72	70.32			69.62	73.54		
12 Years	66.38	71.02			71.07	74.97	63.21	74.43
13 Years	67.04	71.74			72.46	76.52		
14 Years	67.71	72.45			73.92	78.05	64.76	76.30
15 Years	68.39	73.18	78.175	81.305	75.41	79.62		
16 Years	69.07	73.91					66.38	78.23
17 Years	69.76	74.65						
18 Years	70.46	75.39					68.04	80.16
19 Years	71.17	76.15						
20 Years	71.86	76.89	80.130	83.337	76.90	81.20	69.75	82.17
21 Years	72.58	77.66						
22 Years	73.30	78.44					71.51	84.23
23 Years	74.04	79.22						
24 Years	74.78	80.01					73.27	86.30
25 Years	75.53	80.81	82.134	85.422	78.46	82.81		
26 Years	76.28	81.62						
27 Years	77.04	82.44						
28 Years	77.81	83.26						
29 Years	78.59	84.09						
30 Years	79.54	85.10						
31 Years	80.49	86.12						
32 Years	81.46	87.16						
33 Years	82.43	88.20						
34 Years	83.42	89.26						
35 Years	84.42	90.33						
36 Years	85.44	91.42						
37 Years	86.46	92.51						
38 Years	87.41	93.53						
39 Years	88.50	94.69						

Source: Sharp HealthCare and SPNN TA 2023

Source: Kaiser & UNAC (RN-BlueBook II & III) Wage Rates 2021-2024

Source: UC San Diego Title and Pay Information: Clinical Nurse III - 9138 & Clinical Nurse II - 9139

Source: Rady Children's Hospital-San Diego and UNOCH (RN Unit) CBA 2021-2024