

**ST. JOE'S TACOMA PREMIUM COMPS**

	<b>St. Joe's Tacoma 10/31/18</b>	<b>Tacoma General 12/31/19</b>	<b>Overlake Exp 4/30/20</b>	<b>St. Clare 1/31/19</b>	<b>Children's 7/31/19</b>	<b>Northwest 5/15/19</b>	<b>Swedish 6/30/19</b>	<b>Good Sam 3/31/20</b>	<b>Providence St. Peter 3/1/19</b>
<b>Shift Differential</b>	\$2.75/\$4.25	\$2.50/\$4.25	\$2.75/\$4.50	\$2.75/\$4.25	\$2.75/\$5.00	\$2.50/\$4.25	\$2.75/\$3.75	\$2.50/\$4.25	\$2.75/\$4.75
<b>Standby</b>	\$4.00 \$4.50/61 hrs +	\$4.00 \$4.50/61 hrs+	\$4.25 0-50 hrs \$4.50 ≥ 50 hrs \$5.25 ≥ 100 hrs	\$4.00 \$4.50>60 hrs	\$4.00 \$5.00 > 40 hrs in a week	\$4.00	\$4.25 \$6.25/50+	\$4.00 \$6.00 > 75 hrs	\$4.00
<b>Call Back</b>	1 ½ min, 3 hrs	1 ½ min, 3 hrs	1 ½ min, 3 hrs.	1 ½ min, 3 hrs.	1 ½ min, 3 hrs	1 ½ min, 3 hrs	1 ½ min, 3 hrs In addition to standby pay.	1 ½ min, 4 hrs.	1 ½ min, 3 hrs
<b>Charge Nurse</b>	\$2.25	\$2.50	\$2.75/7am-11pm \$5.00/11pm-7am \$2.25 Relief CN	\$2.25	\$2.75 \$2.00 relief	\$2.50	\$2.25	\$2.50	\$3.25
<b>Cert, BSN, MSN</b>	\$1.00 Cert	\$1.00 Cert	\$1.25 Cert \$1.00 MSN \$1.00 BSN	\$1.00 Cert	\$1.35 \$1.00 MSN	\$1.25 Cert \$1.00 BSN/MSN	\$1.00 Cert	\$1.00 Cert	\$1.00 Cert \$1.00 BSN or MSN
<b>Preceptor</b>	\$1.25	\$1.25	\$1.50	\$1.25	\$1.50	\$1.50	\$1.25	\$1.25	\$2.00
<b>Weekend</b>	\$3.00	\$3.00	\$4.25	\$3.00	\$4.25	\$4.00	\$4.00	\$3.00	\$3.25
<b>Vacation &amp;/or Holidays</b>	<b>PTO/EIB</b> 0-4/200 5-9/240 10-19/280 20+/320 7 Holidays	<b>PTO/EIB</b> 0-4/200 5-9/240 10-19/280 20+/320	<b>PTO/EIB</b> Annual ≥2/184 hrs ≥4/248 hrs ≥6/256 hrs ≥8/264 hrs ≥10/272 hrs 11+/288 hrs 8 Holidays	<b>Annual Leave</b> 1-4/152 hrs 5-9/192 hrs 10-19/232 hrs 20+/272 hrs <b>Sick Leave</b> 8 hrs for each 173.3 hrs (month) of employment 7 holidays	<b>Annual Leave</b> Years /Days 1-3/19 4-5/27 6-7/28 8-9//29 10-11/30 12+/32 Days above include 9 Holidays	<b>Annual Leave</b> 1/8(+10) days 2-3/18 days 4-5/26 days 6-7/27 days 8-9/28 days 10-11/29 days 12+/31 days <b>Sick Leave</b> 8 hrs for each 173.3 hrs 7 Holidays	<b>Annual Leave</b> 0-3/18 days 4-5/26 days 6-7/27 days 8-9/28 days 10-11/29 days 12+/31 days <b>Sick Leave</b> .04616 hrs for each hr worked. 7 Holidays	<b>PTO/EIT</b> 0-4/200 5-9/240 10-19/280 20+/320 7 holidays	<b>Annual Leave</b> Years /Days 0-4/19 5-10/24 11-14/29 15+/31