

**Avalon Wage Scales | Effective October 1, 2020**

**Nursing Support Staff**

Region	Roseburg		Willamette Valley		Rogue Valley		Woodburn	
Facility	Umpqua Valley		Green Valley		Royale Gardens		French Prairie	
Step	CNA/GNA	CMA/RNA	CNA/GNA	CMA/RNA	CNA/GNA	CMA/RNA	CNA/GNA	CMA/RNA
Start	\$14.46	\$14.96	\$14.73	\$15.23	\$14.56	\$15.07	\$14.92	\$15.43
1 Year	\$14.81	\$15.31	\$15.08	\$15.58	\$14.91	\$15.42	\$15.27	\$15.78
2 Year	\$15.16	\$15.66	\$15.43	\$15.93	\$15.26	\$15.77	\$15.62	\$16.13
3 Year	\$15.51	\$16.01	\$15.78	\$16.28	\$15.61	\$16.12	\$15.97	\$16.48
4 Year	\$15.86	\$16.36	\$16.13	\$16.63	\$15.96	\$16.47	\$16.32	\$16.83
5 Year	\$16.21	\$16.71	\$16.48	\$16.98	\$16.31	\$16.82	\$16.67	\$17.18
6 Year	\$16.56	\$17.06	\$16.83	\$17.33	\$16.66	\$17.17	\$17.02	\$17.53
7 Year	\$16.91	\$17.41	\$17.18	\$17.68	\$17.01	\$17.52	\$17.37	\$17.88
8 Year	\$17.26	\$17.76	\$17.53	\$18.03	\$17.36	\$17.87	\$17.72	\$18.23
9 Year	\$17.61	\$18.11	\$17.88	\$18.38	\$17.71	\$18.22	\$18.07	\$18.58
10 Year	\$17.96	\$18.46	\$18.23	\$18.73	\$18.06	\$18.57	\$18.42	\$18.93

Place the new employee on matrix based upon experience minus one year.

**Facility Support Staff**

Step	Dietary Aide Housekeeper Laundry Aide Ward Assistant	Assistant Cook/ Chef	Cook/Chef	Social Services Assistant HIM Assistant Recreation Assistant	Maintenance Assistant Van Driver Central Supply Clerk Secretary
Start	\$13.30	\$13.93	\$14.72	\$14.54	\$14.54
1 Year	\$13.65	\$14.28	\$15.07	\$14.89	\$14.89
2 Year	\$14.00	\$14.63	\$15.42	\$15.24	\$15.24
3 Year	\$14.35	\$14.98	\$15.77	\$15.59	\$15.59
4 Year	\$14.70	\$15.33	\$16.12	\$15.94	\$15.94
5 Year	\$15.05	\$15.68	\$16.47	\$16.29	\$16.29
6 Year	\$15.40	\$16.03	\$16.82	\$16.64	\$16.64
7 Year	\$15.75	\$16.38	\$17.17	\$16.99	\$16.99
8 Year	\$16.10	\$16.73	\$17.52	\$17.34	\$17.34
9 Year	\$16.45	\$17.08	\$17.87	\$17.69	\$17.69
10 Year	\$16.80	\$17.43	\$18.22	\$18.04	\$18.04

Place the new employee on matrix based upon experience minus one year.