

FY 17: Adjusted NP salary scales and Tiers
Effective 9-1-2016
NP-MOU #745

1. Tiers

Tier #1 = \$78,120-\$101,560-\$125,000 (Minimum starting salary = \$85,000)

Tier #2 = \$78,120-\$101,560-\$125,000 (Minimum starting salary = \$85,000)

Tier #3 = \$85,940-\$111,720-\$137,500 (Minimum starting salary = \$96,330)

Special=\$94,530-\$122,890-\$151,250 (Minimum starting salary= \$98,158)

Tier #1 Outpatient, primary care, psych/counseling, H & Ps and management of common problems, including management of patients with chronic conditions through the medical home.	Tier #2 Inpatient, sub-acute care and/or outpatient management of complex problems of relatively stable patients and/or using technical interventions	Tier #3 Predominately critical care of patients with requirements of continuous monitoring and interventions, unstable patients and highly technical interventions. Special labor market differentials/incentives as applicable
Minimum starting salary \$85,000	Minimum starting salary \$85,000	Minimum starting salary \$96,330
0-4 points = \$85,000-\$92,736	0-4 points = \$85,000-\$92,736	0-4 points = \$96,330-\$104,841
5-8 points = \$90,970-\$100,489	5-8 points = \$90,970-\$100,489	5-8 points = \$102,844-\$111,000
9-14 points = \$98,930-\$109,545	9-14 points = \$98,930-\$109,545	9-14 points = \$108,855-\$117,394
15-23 points = \$107,460-\$118,239	15-23 points = \$107,460-\$118,239	15-23 points = \$115,160-\$125,529
24+ points = \$115,987-\$125,000	24+ points = \$115,987-\$125,000	24+ points = \$123,140-\$137,500

Cardiac surgery/Heart Failure Special Labor Market

Minimum starting salary \$98,158

0-4 points = \$103,324-\$112,543

5-8 points = \$109,401-\$121,210

9-14 points = \$115,523-\$133,553

15-23 points = \$128,778-\$142,574

24+ points = \$137,478-\$151,260

The complete MOU (signed December 2011) is located on the JIT website:

<http://www.med.umich.edu/nursing/jit/contracts.htm> entitled "2011 Contract" search for page 196.

*Changes Effective as of 9-1-2016 (FY17)

* Pay zone intervals increased by 1.5%-2% for Tier 2, Tier 3, Special Labor Market