

ARTICLE III – PAY, HOURS AND BENEFITS

**This is an excerpt of SEIU Local 1021 (Staff Nurse and Per Diem) Memorandum of Understanding
July 1, 2019 - June 30, 2022
For the full contract, please visit
<http://sfdhr.org/memoranda-understanding>**

Appointment Above Entrance Rate

402. Appointments shall be made at the following steps based upon the employee’s years of Registered Nurse experience:

Step	Years of Service
1	0
2	1
3	2
4	3
5	4
6	6
7	7.5
8	10
9	15
10	20