

HPAE Local 5105 MOA with Virtua Mt. Holly

2026-2028 Wage Increases and Step Movement

Wage increases take effect each June. Start at your current step. Follow the shaded boxes across and down to see your rate each year with step movement. To see your total 3-year raise, look back to your starting row; the 3-year increase columns are calculated from your current step. Step 30 nurses move to the new Step 31 in Year 1. Per Diem Nurses move across the chart at the bottom.

Step	Current	June 2026 \$1.25 +4% +Step	June 2027 3% +Step	June 2028 3% + Step	3-Year % Increase	3-Year \$ Increase	Approx/ 3- Year Value @ 1820 Hrs.
0	\$43.28	\$ 46.31	\$ 47.70	\$ 49.13	18.5%	\$ 8.01	\$ 14,586
1	\$43.85	\$ 46.90	\$ 48.31	\$ 49.76	18.7%	\$ 8.22	\$ 14,954
2	\$44.59	\$ 47.67	\$ 49.10	\$ 50.58	19.3%	\$ 8.61	\$ 15,675
3	\$45.24	\$ 48.35	\$ 49.80	\$ 51.29	20.4%	\$ 9.24	\$ 16,822
4	\$45.94	\$ 49.08	\$ 50.55	\$ 52.07	21.5%	\$ 9.87	\$ 17,957
5	\$46.97	\$ 50.15	\$ 51.65	\$ 53.20	21.4%	\$ 10.04	\$ 18,272
6	\$48.13	\$ 51.36	\$ 52.90	\$ 54.48	20.9%	\$ 10.04	\$ 18,269
7	\$49.33	\$ 52.60	\$ 54.18	\$ 55.81	19.8%	\$ 9.79	\$ 17,812
8	\$50.42	\$ 53.74	\$ 55.35	\$ 57.01	18.5%	\$ 9.35	\$ 17,013
9	\$51.47	\$ 54.83	\$ 56.47	\$ 58.17	16.9%	\$ 8.71	\$ 15,845
10	\$52.33	\$ 55.72	\$ 57.39	\$ 59.12	16.0%	\$ 8.38	\$ 15,243
11	\$52.92	\$ 56.34	\$ 58.03	\$ 59.77	15.5%	\$ 8.22	\$ 14,953
12	\$53.29	\$ 56.72	\$ 58.42	\$ 60.18	16.2%	\$ 8.63	\$ 15,705
13	\$53.77	\$ 57.22	\$ 58.94	\$ 60.71	16.0%	\$ 8.58	\$ 15,615
14	\$54.16	\$ 57.63	\$ 59.36	\$ 61.14	15.8%	\$ 8.55	\$ 15,568
15	\$54.87	\$ 58.36	\$ 60.12	\$ 61.92	14.8%	\$ 8.10	\$ 14,737
16	\$55.26	\$ 58.77	\$ 60.53	\$ 62.35	14.5%	\$ 8.01	\$ 14,570
17	\$55.59	\$ 59.11	\$ 60.89	\$ 62.71	15.2%	\$ 8.44	\$ 15,355
18	\$55.82	\$ 59.35	\$ 61.13	\$ 62.97	15.6%	\$ 8.68	\$ 15,799
19	\$56.09	\$ 59.63	\$ 61.42	\$ 63.27	15.5%	\$ 8.69	\$ 15,810
20	\$56.78	\$ 60.35	\$ 62.16	\$ 64.03	14.7%	\$ 8.33	\$ 15,157
21	\$57.21	\$ 60.80	\$ 62.62	\$ 64.50	14.3%	\$ 8.21	\$ 14,936
22	\$57.46	\$ 61.06	\$ 62.89	\$ 64.78	15.1%	\$ 8.67	\$ 15,787
23	\$57.76	\$ 61.37	\$ 63.21	\$ 65.11	15.1%	\$ 8.69	\$ 15,823
24	\$58.04	\$ 61.66	\$ 63.51	\$ 65.42	15.1%	\$ 8.76	\$ 15,936
25	\$58.69	\$ 62.34	\$ 64.21	\$ 66.13	14.4%	\$ 8.43	\$ 15,335
26	\$58.98	\$ 62.64	\$ 64.52	\$ 66.45	14.3%	\$ 8.44	\$ 15,370
27	\$59.29	\$ 62.96	\$ 64.85	\$ 66.80	14.3%	\$ 8.45	\$ 15,388
28	\$59.58	\$ 63.26	\$ 65.16	\$ 67.12	14.3%	\$ 8.50	\$ 15,462
29	\$59.86	\$ 63.55	\$ 65.46	\$ 67.42	13.7%	\$ 8.22	\$ 14,953
30	\$60.15	\$ 63.86	\$ 65.77	\$ 67.74	13.2%	\$ 7.93	\$ 14,425
31	\$60.45	\$ 64.17	\$ 66.09	\$ 68.08			
NEW!				Average	16.4%	\$ 8.67	\$ 15,778
Per Diem	\$ 55.93	\$ 59.47	\$ 61.25	\$ 63.09	12.8%	\$ 7.16	< PD L1 WD
	\$ 63.07	\$ 66.89	\$ 68.90	\$ 70.97	12.5%	\$ 7.90	< PD L1 WE
	\$ 58.74	\$ 62.39	\$ 64.26	\$ 66.19	12.7%	\$ 7.45	< PD L2 WD
	\$ 66.21	\$ 70.16	\$ 72.26	\$ 74.43	12.4%	\$ 8.22	< PD L2 WE

Calculations are based on the current contract and tentative agreement wage terms.