

Guardian Wage Scales

CNA Scale			
Years of Experience	Wage Effective 1/1/23	Wage Effective 7/1/23	Wage Effective 7/1/24
0	\$17.50	\$18.50	\$19.00
1	\$17.70	\$18.70	\$19.20
2	\$17.90	\$18.90	\$19.40
3	\$18.10	\$19.10	\$19.60
4	\$18.30	\$19.30	\$19.80
5	\$18.50	\$19.50	\$20.00
6	\$18.70	\$19.70	\$20.20
7	\$18.90	\$19.90	\$20.40
8	\$19.10	\$20.10	\$20.60
9	\$19.30	\$20.30	\$20.80
10	\$19.50	\$20.50	\$21.00
11+	\$19.70	\$20.70	\$21.20

LPN Scale			
Years of Experience	Wage Effective 1/1/23	Wage Effective 7/1/23	Wage Effective 7/1/24
0	\$23.50	\$24.50	\$25.00
1	\$23.70	\$24.70	\$25.20
2	\$23.90	\$24.90	\$25.40
3	\$24.10	\$25.10	\$25.60
4	\$24.30	\$25.30	\$25.80
5	\$24.50	\$25.50	\$26.00
6	\$24.70	\$25.70	\$26.20
7	\$24.90	\$25.90	\$26.40
8	\$25.10	\$26.10	\$26.60
9	\$25.30	\$26.30	\$26.80
10	\$25.50	\$26.50	\$27.00
11+	\$25.70	\$26.70	\$27.20

Cook Scale			
Years of Experience	Wage Effective 1/1/23	Wage Effective 7/1/23	Wage Effective 7/1/24
0	\$15.50	\$16.50	\$17.00
1	\$15.70	\$16.70	\$17.20
2	\$15.90	\$16.90	\$17.40
3	\$16.10	\$17.10	\$17.60
4	\$16.30	\$17.30	\$17.80
5	\$16.50	\$17.50	\$18.00
6	\$16.70	\$17.70	\$18.20
7	\$16.90	\$17.90	\$18.40
8	\$17.10	\$18.10	\$18.60
9	\$17.30	\$18.30	\$18.80
10	\$17.50	\$18.50	\$19.00
11+	\$17.70	\$18.70	\$19.20

All Others			
Years of Experience	Wage Effective 1/1/23	Wage Effective 7/1/23	Wage Effective 7/1/24
0	\$14.50	\$15.25	\$15.50
1	\$14.70	\$15.45	\$15.70
2	\$14.90	\$15.65	\$15.90
3	\$15.10	\$15.85	\$16.10
4	\$15.30	\$16.05	\$16.30
5	\$15.50	\$16.25	\$16.50
6	\$15.70	\$16.45	\$16.70
7	\$15.90	\$16.65	\$16.90
8	\$16.10	\$16.85	\$17.10
9	\$16.30	\$17.05	\$17.30
10	\$16.50	\$17.25	\$17.50
11+	\$16.70	\$17.45	\$17.70

