

To: Leaders with RN direct reports

From: Rudy Jackson, Senior Vice President, Chief Nurse Executive
Betsy Clough, System Vice President, Chief Human Resources Officer

Subject: Upcoming Adjustment to Nursing Pay Grades

Date: January 23, 2024

Leadership colleagues,

UW Health RNs are recognized as national leaders in driving quality and innovation. We greatly value their contributions to the remarkable patient care we provide and will work to ensure that value is reflected in their compensation. Toward that end, we are excited to share we have completed our annual compensation review of RN titles and **effective February 25, 2024**, the results of this review will be implemented. Of great interest to many in the organization are the following notable impacts:

- **RN-Ambulatory** title will be adjusted upward to NUR115. While individual pay impacts will vary, this means the pay grade and associated hiring points on the pay range have increased by approximately 8% from the current NUR114 pay grade midpoint.
- **RN-Inpatient** title will be adjusted upward to NUR116. While individual pay impacts will vary, this means the pay grade and associated hiring points on the pay range have increased by approximately 8% from the current NUR115 pay grade midpoint.
- **In cases where pay grades are shifted upward, individual pay impacts will vary.** Everyone may not see an increase as their new pay is calculated based on relevant years of experience and their current placement in the pay range.

We compensate UW Health RNs at a higher rate than many peer organizations to show they are valued as experts and partners in providing care and shaping our nursing practice. This latest adjustment aligns with our philosophy of compensating UW Health Wisconsin RNs at the 75th percentile to market. Management positions, including RN leaders, follow our standard compensation philosophy and target the market 50th percentile.

More RN titles will see an increase as a result of this year's review than last year's—82.1% in 2024 compared to 50% of RN titles in 2023. As is the case with each market adjustment, some RNs who are already compensated at or above the expected placement within the pay grade (Q4 cap) will not see an increase, which often impacts our most senior staff.

To support you as leaders of RNs who had their title reviewed as part of this annual RN compensation review, below you will find a timeline of what you and your team can expect for this implementation. Additionally, talking points are provided for you below as well as an attached FAQ document for you to review and share with your teams.

January 24	Broad communication to all UW Health RNs
February 16	Leadership communication regarding their employees
February 21	Leaders may view base pay changes through Oracle via the Compensation Details Report

February 22	Individual employee communication sent to employees in a job code/title that is being impacted by a pay grade adjustment
February 25	Effective date of applicable adjusted pay grades <i>Employees may view base pay changes, as applicable, in Oracle</i>
March 15	First paycheck for impacted employees with a pay rate adjustment

We look forward to continuing to work closely with our RNs—our respected and valued partners—whose expertise helps make our remarkable care possible.

Thank you for your partnership and support.

LEADER TALKING POINTS

Market review

- For RN positions, UW Health continues to target the 75th percentile of the market.
- To remain at the 75th percentile of the market, some roles have been identified to be adjusted upward.
- As an example of this movement forward, **effective February 25, 2024**, the following notable impacts will be implemented:
 - **RN-Ambulatory** title will be adjusted upward to NUR115. While individual pay impacts will vary, this means the pay grade and associated hiring points on the pay range have increased by approximately 8% from the current NUR114 pay grade midpoint.
 - **RN-Inpatient** title will be adjusted upward to NUR116. While individual pay impacts will vary, this means the pay grade and associated hiring points on the pay range have increased by approximately 8% from the current NUR115 pay grade midpoint.
 - **In cases that pay grades are shifted upward, individual pay impacts will vary.** Everyone may not see an increase as their new pay is calculated based on relevant years of experience and their current placement in the pay range.
- We are committed to conducting an annual review of RN compensation ensuring UW Health proactively identifies opportunities and to address.
- No individual compensation will be reduced.
- Full details of how these changes will affect you (each RN) personally will be visible in Oracle as of **February 25, 2024**.

Who might not get this pay increase?

- Employees in job titles identified to be placed at or above the market 75th percentile.
- For titles that will have a pay grade adjustment, employees will be impacted differently by this change; not everyone may see an increase as their new pay is calculated based on relevant years of experience and their current placement in the pay range.