

1. Why is UW Health reviewing RN pay grades and compensation?

Our goal at UW Health is to remain aligned in our pay philosophy across our RN roles and to ensure all RN positions are paid following a consistent, market-based methodology that helps UW Health retain and recruit top talent. Any adjustments to our nurse pay grades are with those goals in mind.

2. How does UW Health determine what are “market rates”?

UW Health conducts a full market assessment each year to evaluate current market for RN pay. RN compensation data is reviewed at the national, regional, and state levels. UW Health uses that data to align with our philosophy of compensating RNs at the 75th percentile compared to the market.

3. How does the RN pay compare against local competitors, e.g., Meriter?

To comply with antitrust laws (which establish the rules of a competitive employment marketplace), we rely on market data from salary surveys to determine our pay grade placement for all job titles and cannot call out specific organizational pay. But, by targeting RN compensation at the 75th percentile of the market, we know UW Health will remain very competitive in recruiting and retaining RN talent.

4. We are national leaders, so why do we pay at the 75th percentile versus higher?

UW Health’s compensation philosophy is to target the 75th percentile for RN staff positions. With being a not for profit health care system, we strive to pay a fair wage while being conscious of the rising costs of health care to our patients. While other organizations may base their pay ranges on the 50th percentile of market, 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.

5. Who are we compared to in the market analysis that was done?

The market depends on the position but may be local, regional, or national data, including comparable organizations based on factors such as FTE, revenue, or academic affiliations. Data is sourced from reputable, published salary surveys.

6. Why are some RN positions' grades increasing while others are not?

Those job titles which currently have a pay grade placement at or above the 75th percentile of the market do not require an adjustment. Whether or not a job title has a pay grade increase is exclusively based on its pay range relative to the market data reviewed.

7. How often are RN pay grades reviewed and adjusted?

To continue to recognize that the RN compensation market is changing quickly, RN job titles will be reviewed on an annual basis.

8. Who can I contact if I have questions about my own pay rate or pay grade?

Employees should first start with their next level leader to address any questions about the RN pay review and any potential individual pay impacts. Additional information about UW Health's compensation philosophy is also available on [U-Connect](#). Pay grade placement is ultimately driven by the market data reviewed by UW Health's Compensation team and Nursing Senior leadership.

9. How will transfers or promotions be impacted by this review? What will happen to my pay?

Individuals are encouraged to apply for opportunities that best match their career development and personal interests and objectives. Pay impacts for employees who are looking to transfer will be based primarily on years of professional experience consistent with our current methodology. The individual transferring will move into the pay grade for the new role based on its placement at the time of the job transfer. Transfers or promotions that have already been offered and accepted will be reviewed to confirm whether there are any pay impacts resulting from this RN pay review.

10. What other positions are part of this RN market review?

All individual contributor job titles within the nursing pay structures, except per diem titled roles, were in scope for this market review.

11. My title is one that is being impacted by an upward movement in pay grade placement (i.e. NUR114 to NUR115). I've heard that others are getting pay increases but I see that I'm not going to be receiving a base wage adjustment. How is it fair that I get no increase while others are getting increases?

Pay impacts will differ by the individual as well as their current placement in their pay grade. Employees in job titles which are receiving a market adjustment may see a pay increase due to the increase in pay grade. Meanwhile, employees in job titles which are already placed at or above the market rate will not see an increase.

Individuals who have a current pay rate which falls within the final quartile of the pay range will also not see an increase as part of this implementation. This allows these employees to receive future base pay increases in favor of lump sum payments. Likewise, base pay rates will not be adjusted beyond the entry point of the fourth quartile in the new pay range. Individuals who do not receive a base pay increase may still benefit from the higher pay grade maximum associated with the new pay grade for their position. Employees also benefit from a higher pay grade midpoint as annual increases are calculated based on the midpoint of the pay range.

12. My job code has a letter after it (i.e. 800006A, 800006B, 800006C, etc). What is the letter there for?

Job codes that have a letter added to the end of the numerical job code have varying requirements related to position minimum qualifications, most often related to additional lifesaving certifications that a position may have based on the patient population served by department. Positions with a letter added to the end of the numerical job code will have the same standard job title and pay range regardless of the letter.