

Our Compensation Package

St. Luke's highly values each of its employees, their contributions to our quality of care and their level of compassion for which St. Luke's is known. To hire and retain employees, St. Luke's must offer a fair market competitive compensation package, which we do. Compensation includes more than just an hourly wage. Our suite of benefits, as well as the family environment we work in, goes above and beyond competitors' — making St. Luke's a destination workplace for healthcare professionals across Northern Minnesota.

Dollars and Sense

Nurses earn above-average wages at St. Luke's. We offer competitive wages, shift differentials, bachelor's degree pay, certification pay, bonuses and overtime. The average hourly pay for nurses at St. Luke's during 2018 exceeded \$45 an hour. In addition, St. Luke's employees, including registered nurses, pay less for health insurance benefits than employees at other local and regional hospitals.

Increased Wages for Deserving Nurses

St. Luke's understands that compensation is important for nurses and all employees to feel valued. In recent negotiations with the Minnesota Nurses Association (MNA), we offered to increase nurse compensation packages even more *and* improve staffing practices. Our package proposal included:

- Salary increases of 3%, 3% and 2.25% during the three years of the contract
- A full match to the Essentia wage scales in Year 2
- Shift bonuses for the term of the contract; \$12.50 per hour for signing up in advance, \$10.00 per hour for a short notice shift
- Creating a process that will allow staff to see their upcoming workload when deciding whether to pick up extra shifts
- Higher pay for nurse mentors in the form of \$.75 per hour for preceptor pay
- Higher pay for nurses working in the float pools (\$.50 per hour)
- Student loan reimbursement
- Enhancements to long-term disability coverage

A Caring Workplace for Caregivers

Many nurses decide to come to St. Luke's after working for competitor health systems because of our enhanced care environment, positive culture and more. In April 2019, 91% of St. Luke's employees said in a poll that the organization provides high-quality care and service. The care St. Luke's nurses deliver to our patients is nothing short of exceptional. The MNA and St. Luke's agree that offering competitive compensation is key to retaining and attracting the very best so we can continue to deliver that excellent care.

There have been assertions that nurses are leaving St. Luke's because they are dissatisfied with their pay and/or benefits. While there are individual scenarios in which this may be true, we have learned through the exit interview process that this is not the case.

Since 2017, 100% of nurses who answered the question, "Were you satisfied with your pay?" responded "yes" and 92% of the nurses who answered the question, "Were you satisfied with your benefits?" responded "yes." During the same time period, all nurses who completed an exit interview did not indicate pay and benefits as their primary reason for leaving St. Luke's.