

APRN Wage Compression & Hiring Guidelines

1. To address wage compression, UVMCC proposes the creation of following "staggered steps" APRN wage scale effective Fiscal Year 2026, which begins on 9/29/2025:

Current FY25			
Current Step Scale #	U10	U11	U12
10	\$62.13	\$65.26	\$69.44
11	\$63.33	\$66.51	\$70.78
12	\$64.59	\$67.84	\$72.19
13	\$65.87	\$69.20	\$73.64
14	\$67.19	\$70.58	\$75.11
15	\$68.53	\$71.99	\$76.61
16	\$69.91	\$73.44	\$78.15
17	\$71.31	\$74.90	\$79.72
18	\$72.73	\$76.40	\$81.32
19	\$74.18	\$77.93	\$82.94
20	\$75.67	\$79.49	\$84.59
21	\$77.19	\$81.07	\$86.28
22	\$78.73	\$82.70	\$88.02
23	\$80.30	\$84.34	\$89.77
24	\$81.92	\$86.03	\$91.58
25	\$83.56	\$87.76	\$93.41

Step	FY26 - Proposal			FY27 - Proposal		
	U10	U11	U12	U10	U11	U12
1	\$ 64.00	\$ 67.22	\$ 71.52	\$ 67.20	\$ 70.58	\$ 75.10
2	\$ 64.00	\$ 67.22	\$ 71.52	\$ 67.20	\$ 70.58	\$ 75.10
3	\$ 65.24	\$ 68.52	\$ 72.91	\$ 68.48	\$ 71.92	\$ 76.53
4	\$ 65.24	\$ 68.52	\$ 72.91	\$ 68.48	\$ 71.92	\$ 76.53
5	\$ 66.50	\$ 69.84	\$ 74.31	\$ 69.81	\$ 73.32	\$ 78.02
6	\$ 66.50	\$ 69.84	\$ 74.31	\$ 69.81	\$ 73.32	\$ 78.02
7	\$ 67.82	\$ 71.23	\$ 75.80	\$ 71.15	\$ 74.73	\$ 79.52
8	\$ 69.16	\$ 72.65	\$ 77.32	\$ 72.56	\$ 76.22	\$ 81.10
9	\$ 70.55	\$ 74.10	\$ 78.86	\$ 74.00	\$ 77.74	\$ 82.73
10	\$ 71.95	\$ 75.59	\$ 80.44	\$ 75.49	\$ 79.29	\$ 84.38
11	\$ 73.40	\$ 77.11	\$ 82.06	\$ 76.99	\$ 80.88	\$ 86.07
12	\$ 74.88	\$ 78.65	\$ 83.71	\$ 78.54	\$ 82.51	\$ 87.81
13	\$ 76.37	\$ 80.22	\$ 85.38	\$ 80.12	\$ 84.16	\$ 89.57
14	\$ 77.89	\$ 81.83	\$ 87.09	\$ 81.72	\$ 85.83	\$ 91.36
15	\$ 79.46	\$ 83.46	\$ 88.82	\$ 83.34	\$ 87.56	\$ 93.18
16	\$ 81.05	\$ 85.12	\$ 90.59	\$ 85.02	\$ 89.31	\$ 95.03
17	\$ 82.67	\$ 86.83	\$ 92.42	\$ 86.72	\$ 91.08	\$ 96.94
18	\$ 84.32	\$ 88.56	\$ 94.26	\$ 88.46	\$ 92.91	\$ 98.89
19	\$ 86.01	\$ 90.34	\$ 96.16	\$ 90.22	\$ 94.76	\$ 100.86
20	\$ 87.73	\$ 92.14	\$ 98.08	\$ 92.03	\$ 96.66	\$ 102.89
21	NA	NA	NA	\$ 93.87	\$ 98.59	\$ 104.95

UVMCC agrees to add an additional step to the scale in FY2027.

If the acceptance of this proposal causes any APRN to fall below their current hourly rate, UVMCC agrees to maintain their current hourly rate.

2. Update the Hiring Guidelines as follows, capping the credit for RN experience at six years/three steps. The following would replace the language in the current collective bargaining agreement in Article 22, Section G.(2).(i.) and Section J.

New Section 22.G.2.i.

Nurse Practitioner (NP), Neonatal Nurse Practitioner (NNP) and Certified Nurse Midwife (CNM) will have previous RN experience credited as follows: one step for every two years of previous RN experience. The number of steps credited will be no greater than three.

New Section 22.J.

Internal Promotion from RN to NP/NNP/CNM

For purposes of being placed on a step in the salary range, bargaining unit RNs who are promoted to an NP, NNP, or CNM position will be credited with one step for every two years of RN experience. The number of steps credited will be no greater than three.

If the salary of the resulting step is less than the bargaining unit employee was earning as an RN, then the bargaining unit employee will be placed into a step in the NP, NNP, or CNM salary range which is closest to their current rate of pay as an RN without decreasing the current rate.

3. Based on Years of Experience obtained from resumes and the hiring guidelines in #2 above, Employee Step and Hourly Rates, Effective 9/29/2025 will be as follows:

Name	Job Profile	Grade	FY25 Current Rate	Proposed			
				FY26 Step	FY26 Hourly Rate	FY27 Step	FY27 Hourly Rate
Beth Paquin	020L - Nurse Practitioner	U10	\$62.13	6	\$66.50	7	\$71.15
Colleen Johnston	020L - Nurse Practitioner	U10	\$62.13	5	\$66.50	6	\$69.81
Kayla Ciampa	020L - Nurse Practitioner	U10	\$62.13	4	\$65.24	5	\$69.81
Madeline Dubois	020L - Nurse Practitioner	U10	\$62.13	3	\$65.24	4	\$68.48
Meaghan Knakal	600Z - Nurse Practitioner NE	U10	\$63.33	5	\$66.50	6	\$69.81
Emily Rocheleau	020L - Nurse Practitioner	U10	\$63.33	5	\$66.50	6	\$69.81
Taylor Galfetti	020L - Nurse Practitioner	U10	\$63.33	8	\$69.16	9	\$74.00
Kate Shaper	020L - Nurse Practitioner	U10	\$63.33	9	\$70.55	10	\$75.49
Sarah Tandan	020L - Nurse Practitioner	U10	\$63.33	11	\$73.40	12	\$78.54
Elise Tarbi	600Z - Nurse Practitioner NE	U10	\$63.33	12	\$74.88	13	\$80.12
Ashley Price	020L - Nurse Practitioner	U10	\$63.33	8	\$69.16	9	\$74.00
Isabelle Unger	020L - Nurse Practitioner	U10	\$63.33	5	\$66.50	6	\$69.81
Lauren Haskins	020L - Nurse Practitioner	U10	\$63.33	5	\$66.50	6	\$69.81
Victoria Greenough	020L - Nurse Practitioner	U10	\$64.59	7	\$67.82	8	\$72.56
Emily Wasserman	020L - Nurse Practitioner	U10	\$64.59	7	\$67.82	8	\$72.56
Lara Kalix-Crisafi	600Z - Nurse Practitioner NE	U10	\$64.59	7	\$67.82	8	\$72.56
Lara Kalix-Crisafi	600Z - Nurse Practitioner NE	U10	\$64.59	7	\$67.82	8	\$72.56
Christina Hagood	020L - Nurse Practitioner	U10	\$64.59	13	\$76.37	14	\$81.72
Karrie Williams	020L - Nurse Practitioner	U10	\$64.59	10	\$71.95	11	\$76.99
Amanda Sing	020L - Nurse Practitioner	U10	\$65.87	8	\$69.16	9	\$74.00
Kimberly O'Leary	020L - Nurse Practitioner	U10	\$65.87	8	\$69.16	9	\$74.00
Michelle Gorman	020L - Nurse Practitioner	U10	\$65.87	8	\$69.16	9	\$74.00
Kelly Dobler	020L - Nurse Practitioner	U10	\$65.87	8	\$69.16	9	\$74.00
Megan Houston	020L - Nurse Practitioner	U10	\$65.87	12	\$74.88	13	\$80.12
Sarah Mutar	020L - Nurse Practitioner	U10	\$65.87	12	\$74.88	13	\$80.12
Tatyana Makhlina-Eckstein	020L - Nurse Practitioner	U10	\$67.19	9	\$70.55	10	\$75.49
Elisa Vautier	020L - Nurse Practitioner	U10	\$67.19	9	\$70.55	10	\$75.49
Danielle Winslow	020L - Nurse Practitioner	U10	\$67.19	9	\$70.55	10	\$75.49
Jessica Okrant	600Z - Nurse Practitioner NE	U10	\$67.19	9	\$70.55	10	\$75.49
Jessica Okrant	600Z - Nurse Practitioner NE	U10	\$67.19	9	\$70.55	10	\$75.49
Casey Romano	020L - Nurse Practitioner	U10	\$67.19	15	\$79.46	16	\$86.72
Karen Gibbs	020L - Nurse Practitioner	U10	\$67.19	9	\$70.55	10	\$75.49

Guerda Mulumba	020L - Nurse Practitioner	U10	\$68.53	10	\$71.95	11	\$76.99
Rachel Rudder	020L - Nurse Practitioner	U10	\$68.53	10	\$71.95	11	\$76.99
Emily Dalton	020L - Nurse Practitioner	U10	\$68.53	10	\$71.95	11	\$76.99
Jessica Hansen	020L - Nurse Practitioner	U10	\$68.53	16	\$81.05	17	\$86.72
Kori Gargano	020L - Nurse Practitioner	U10	\$69.91	11	\$73.40	12	\$78.54
Jodie Legacy	020L - Nurse Practitioner	U10	\$69.91	11	\$73.40	12	\$78.54
Jennifer Synnott	020L - Nurse Practitioner	U10	\$69.91	11	\$73.40	12	\$78.54
Kathryn Applegate	020L - Nurse Practitioner	U10	\$69.91	11	\$73.40	12	\$78.54
David Segel	020L - Nurse Practitioner	U10	\$69.91	11	\$73.40	12	\$78.54
Grace Altebrando	600Z - Nurse Practitioner NE	U10	\$69.91	11	\$73.40	12	\$78.54
Meagan Goodwin	020L - Nurse Practitioner	U10	\$69.91	11	\$73.40	12	\$78.54
Alyssa Robinson	020L - Nurse Practitioner	U10	\$69.91	11	\$73.40	12	\$78.54
Brooke Ryba	020L - Nurse Practitioner	U10	\$69.91	11	\$73.40	12	\$78.54
Kari Mattos	D689 - Advanced Practice Wound Care Nurse	U10	\$69.91	11	\$73.40	12	\$78.54
Lauren Settle	020L - Nurse Practitioner	U10	\$69.91	12	\$74.88	13	\$80.12
Lauren Bailey	600Z - Nurse Practitioner NE	U10	\$69.91	12	\$74.88	13	\$80.12
Zachary Schwartz	020L - Nurse Practitioner	U10	\$69.91	12	\$74.88	13	\$80.12
Keely Sullivan	020L - Nurse Practitioner	U10	\$71.31	12	\$74.88	13	\$80.12
Kristin Cootey	020L - Nurse Practitioner	U10	\$71.31	12	\$74.88	13	\$80.12
Maia Stamieszkin	020L - Nurse Practitioner	U10	\$71.31	12	\$74.88	13	\$80.12
Kielee Pelland	020L - Nurse Practitioner	U10	\$71.31	12	\$74.88	13	\$80.12
Desiree Price	020L - Nurse Practitioner	U10	\$71.31	12	\$74.88	13	\$80.12
Brittany Granara	020L - Nurse Practitioner	U10	\$71.31	12	\$74.88	13	\$80.12
Erin Bingham	600Z - Nurse Practitioner NE	U10	\$71.31	12	\$74.88	13	\$80.12
Elizabeth McDonald	020L - Nurse Practitioner	U10	\$71.31	12	\$74.88	13	\$80.12
Tim Schad	020L - Nurse Practitioner	U10	\$71.31	12	\$74.88	13	\$80.12
Sarah McLaughlin	020L - Nurse Practitioner	U10	\$71.31	12	\$74.88	13	\$80.12
Catherine Falduto	020L - Nurse Practitioner	U10	\$71.31	12	\$74.88	13	\$80.12
Erica Charkalis	020L - Nurse Practitioner	U10	\$71.31	12	\$74.88	13	\$80.12
Erika Currier	600Z - Nurse Practitioner NE	U10	\$71.31	12	\$74.88	13	\$80.12
Carly Staab	020L - Nurse Practitioner	U10	\$71.31	12	\$74.88	13	\$80.12
Maria Cochrane	020L - Nurse Practitioner	U10	\$71.31	12	\$74.88	13	\$80.12
Christopher Ingvaldstad	020L - Nurse Practitioner	U10	\$71.31	12	\$74.88	13	\$80.12
Morgan Merchand	020L - Nurse Practitioner	U10	\$71.31	12	\$74.88	13	\$80.12
Amber Snow	020L - Nurse Practitioner	U10	\$71.31	13	\$76.37	14	\$81.72
Sara Lentz	600Z - Nurse Practitioner NE	U10	\$71.31	13	\$76.37	14	\$81.72
Erin Berg	020L - Nurse Practitioner	U10	\$71.31	13	\$76.37	14	\$81.72
Lindsey Mucia	020L - Nurse Practitioner	U10	\$71.31	13	\$76.37	14	\$81.72
Laura Catoe	020L - Nurse Practitioner	U10	\$71.31	14	\$77.89	15	\$83.34
Sarah Wagner	020L - Nurse Practitioner	U10	\$71.31	14	\$77.89	15	\$83.34
Cat Maina	020L - Nurse Practitioner	U10	\$71.31	14	\$77.89	15	\$83.34
Amy Renner	020L - Nurse Practitioner	U10	\$71.31	15	\$79.46	16	\$86.72
Maggie Glover-Stief	020L - Nurse Practitioner	U10	\$72.73	13	\$76.37	14	\$81.72
Bradley Clopton	020L - Nurse Practitioner	U10	\$72.73	14	\$77.89	15	\$83.34
Cassandra Thibault	020L - Nurse Practitioner	U10	\$72.73	17	\$82.67	18	\$88.46
Anne Berkowitz	020L - Nurse Practitioner	U10	\$72.73	17	\$82.67	18	\$88.46
Mbuyi Smith	020L - Nurse Practitioner	U10	\$72.73	17	\$82.67	18	\$88.46
Katherine Bezio	020L - Nurse Practitioner	U10	\$72.73	17	\$82.67	18	\$88.46
Lisa Whitmore	020L - Nurse Practitioner	U10	\$72.73	19	\$86.01	20	\$92.03

UVMVMC 01/29/2025

Sue Jaynes	600Z - Nurse Practitioner NE	U10	\$72.73	20	\$87.73	21	\$93.87
Barry Neville	020L - Nurse Practitioner	U10	\$74.18	14	\$77.89	15	\$83.34
Margaret Butler	020L - Nurse Practitioner	U10	\$74.18	17	\$82.67	18	\$88.46
Janet Ely	020L - Nurse Practitioner	U10	\$74.18	18	\$84.32	19	\$90.22
Jerri Stone	020L - Nurse Practitioner	U10	\$75.67	20	\$87.73	21	\$93.87
Emily Parenteau	020L - Nurse Practitioner	U10	\$77.19	20	\$87.73	21	\$93.87
Jean Baker	020L - Nurse Practitioner	U10	\$80.30	18	\$84.32	19	\$90.22
Anne-Marie Gleeson	020L - Nurse Practitioner	U10	\$80.30	20	\$87.73	21	\$93.87
Lisa Kelley	020L - Nurse Practitioner	U10	\$83.56	19	\$86.01	20	\$92.03
Nancy Malhotra	020L - Nurse Practitioner	U10	\$83.56	19	\$86.01	20	\$92.03
Ann Laramee	020L - Nurse Practitioner	U10	\$83.56	19	\$86.01	20	\$92.03
Ann Laramee	020L - Nurse Practitioner	U10	\$83.56	19	\$86.01	20	\$92.03
Lorelei Camp	600Z - Nurse Practitioner NE	U10	\$83.56	19	\$86.01	20	\$92.03
Laura Wainer	020L - Nurse Practitioner	U10	\$83.56	20	\$87.73	21	\$93.87
Monica Ploof	020L - Nurse Practitioner	U10	\$83.56	20	\$87.73	21	\$93.87
Mary Watts	020L - Nurse Practitioner	U10	\$83.56	20	\$87.73	21	\$93.87
Margaret Macdonald	020L - Nurse Practitioner	U10	\$83.56	20	\$87.73	21	\$93.87
Susan White	020L - Nurse Practitioner	U10	\$83.56	20	\$87.73	21	\$93.87
Elizabeth Friesen	020L - Nurse Practitioner	U10	\$83.56	20	\$87.73	21	\$93.87
Elizabeth Robinson	020L - Nurse Practitioner	U10	\$83.56	20	\$87.73	21	\$93.87
Tanya Serota-Winston	020L - Nurse Practitioner	U10	\$83.56	20	\$87.73	21	\$93.87
Holly Whitcomb	020L - Nurse Practitioner	U10	\$83.56	20	\$87.73	21	\$93.87
Laurie Davignon	020L - Nurse Practitioner	U10	\$83.56	20	\$87.73	21	\$93.87
Shannon Russom	020L - Nurse Practitioner	U10	\$83.56	20	\$87.73	21	\$93.87
Joanne Hunt	600Z - Nurse Practitioner NE	U10	\$83.56	20	\$87.73	21	\$93.87
Tracey Niquette	020L - Nurse Practitioner	U10	\$83.56	20	\$87.73	21	\$93.87
Nancy Resi	600Z - Nurse Practitioner NE	U10	\$83.56	20	\$87.73	21	\$93.87
Nancy Strong	020L - Nurse Practitioner	U10	\$83.56	20	\$87.73	21	\$93.87
Deborah Moyer	020L - Nurse Practitioner	U10	\$83.56	20	\$87.73	21	\$93.87
Ann Gotham	600Z - Nurse Practitioner NE	U10	\$83.56	20	\$87.73	21	\$93.87
Mary Val Palumbo	600Z - Nurse Practitioner NE	U10	\$83.56	20	\$87.73	21	\$93.87
Susan Hamlyn Prescott	600Z - Nurse Practitioner NE	U10	\$83.56	20	\$87.73	21	\$93.87
Sandra Wood	020L - Nurse Practitioner	U10	\$83.56	20	\$87.73	21	\$93.87
Tonya Howard	600Z - Nurse Practitioner NE	U10	\$83.56	20	\$87.73	21	\$93.87
Carol Blattspieler	600Z - Nurse Practitioner NE	U10	\$83.56	20	\$87.73	21	\$93.87
Jenny Rebecca McLaughlin	J632 - Nurse Midwife	U11	\$65.26	4	\$68.52	5	\$73.32
Zoe Wasserman	J632 - Nurse Midwife	U11	\$66.51	5	\$69.84	6	\$73.32
Kelly McQuade	J632 - Nurse Midwife	U11	\$66.51	5	\$69.84	6	\$73.32
Lucy Chapin	J632 - Nurse Midwife	U11	\$74.90	13	\$80.22	14	\$85.83
Cormany Simon-Nobes	J632 - Nurse Midwife	U11	\$74.90	14	\$81.83	15	\$87.56
Whitney Smith	B117 - Nurse Midwife - NE	U11	\$74.90	14	\$81.83	15	\$87.56
Meredith Merritt	B117 - Nurse Midwife - NE	U11	\$74.90	15	\$83.46	16	\$91.08
Krista Nickerson	J632 - Nurse Midwife	U11	\$87.76	20	\$92.14	21	\$98.59
Julia Clayton	J632 - Nurse Midwife	U11	\$87.76	20	\$92.14	21	\$98.59
Mary Jo Gehrett	B117 - Nurse Midwife - NE	U11	\$87.76	20	\$92.14	21	\$98.59
Bonitta Steuer	J632 - Nurse Midwife	U11	\$87.76	20	\$92.14	21	\$98.59
Jacquelyn Schnackel	020Z - Neonatal Nurse Practitioner	U12	\$70.78	7	\$75.80	8	\$81.10
Dia Chakravarty	020Z - Neonatal Nurse Practitioner	U12	\$72.19	7	\$75.80	8	\$81.10
Holley Cetrangolo	D185 - Neonatal Nurse Practitioner - NE	U12	\$73.64	8	\$77.32	9	\$82.73

Brittney Accavallo	020Z - Neonatal Nurse Practitioner	U12	\$78.15	11	\$82.06	12	\$87.81
Nicole Cloutier	020Z - Neonatal Nurse Practitioner	U12	\$78.15	11	\$82.06	12	\$87.81
Morgan Nealy	020Z - Neonatal Nurse Practitioner	U12	\$79.72	12	\$83.71	13	\$89.57
Kaitlin Kessler	020Z - Neonatal Nurse Practitioner	U12	\$79.72	12	\$83.71	13	\$89.57
Alexa Visco	020Z - Neonatal Nurse Practitioner	U12	\$84.59	15	\$88.82	16	\$96.94
Shane Molinari	020Z - Neonatal Nurse Practitioner	U12	\$93.41	20	\$98.08	21	\$104.95
Amanda Woods	020Z - Neonatal Nurse Practitioner	U12	\$93.41	20	\$98.08	21	\$104.95
Lisa Atwood	020Z - Neonatal Nurse Practitioner	U12	\$93.41	20	\$98.08	21	\$104.95
Jean Pelski	D185 - Neonatal Nurse Practitioner - NE	U12	\$93.41	20	\$98.08	21	\$104.95
Deborah Saltus	020Z - Neonatal Nurse Practitioner	U12	\$93.41	20	\$98.08	21	\$104.95

***Current wage is higher than placement per proposed guidelines**

4. Prior to implementation of this agreement at the beginning of FY 2026, there will be an opportunity for further resume review.


A. Any APRN who believes their RN and/or APRN experience does not align with the steps listed in Section 3. and the hiring guidelines in Section 2. of this agreement will provide an up-to-date resume to the UVMMMC Manager of Labor Relations via email (vicki.stetzel@uvmhealth.org) within 30 business days following execution of this agreement. In addition to the resume, the email will detail where they believe the discrepancy lies.

UVMMMC shall have 30 business days to respond to the employee and the union.

Any resulting step adjustment will be based on the hiring guidelines contained in Section 2. of this agreement.


 For UVMMMC

2/4/2025
 Date


 For VFNHP

02-04-2025
 Date