

APRN Wage Compression & Hiring Guidelines

1. To address wage compression, UVMHC 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

FY26 - Proposal				FY27 - Proposal		
Step	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

UVMHC 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, UVMHC 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.

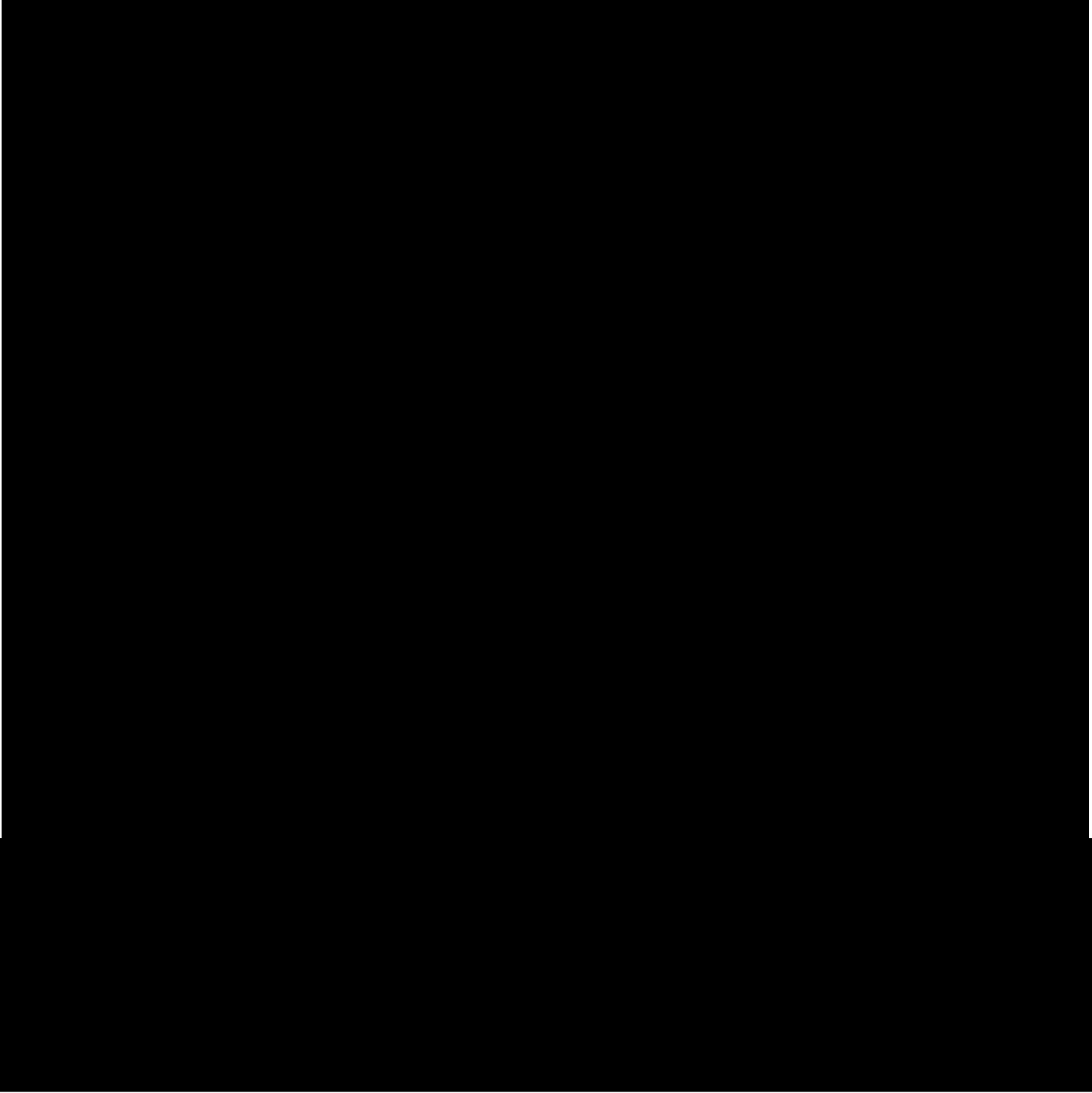
Nurse Practitioner (NP), Neonatal Nurse Practitioner (NNP) and Certified Nurse Midwife (CNM) will have previous RN experience credited as follows: one step for every two years of previous RN experience. The number of steps credited will be no greater than three.

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.



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 UVMHC 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.

UVMHC 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.

Vicki Stetzel
For UVMHC

2/4/2025
Date

Creighton King
For VFNHP

02-04-2025
Date