








## We're Investing in Competitive Wages

We've invested nearly an additional \$33 million in market pay increases for associates at Penrose and St. Francis hospitals over the last five years.

**Additional Investment in  
Pay Increases for Penrose  
and St. Francis Associates**

2018	OCT 2018	 <p>avg of more than <b>3.15%</b> pay increases at Penrose and St. Francis hospitals (proficiency-rating-based pay increases)</p>	Nearly <b>\$5 million</b>
	OCT 2019	 <p>avg of more than <b>3.08%</b> pay increases at Penrose and St. Francis hospitals (proficiency-rating-based pay increases)</p>	<b>\$4.4 million</b>
2020	NOV 2020	 <p><b>3%</b> market adjustment for eligible associates</p>	More than <b>\$6.5 million</b>
	MAR 2021	 <p><b>3%</b> market adjustment for eligible associates</p>	
2021	OCT 2021	 <p>market adjustment increases for eligible associates paid in two parts (<b>5%</b> for nursing; <b>7%</b> for imaging; <b>15.87%</b> for CNAs)</p>	Nearly <b>\$12 million</b>
	MAR 2022	 <p>market adjustment increases for eligible associates (<b>5%</b> for nursing; <b>7%</b> for imaging)</p>	
2022	OCT 2022	 <p><b>3%</b> maximum pay increase; increased living wage by <b>\$1</b> for eligible associates</p>	Nearly <b>\$5 million</b>

Get more information about union representation at **PSFfacts.com** (scan the QR code)

