

Johns Hopkins Hospital Nursing Town Hall Meetings



KEVIN SOWERS



DEBORAH BAKER



KRISTENA LUKISH

Deb Baker cordially invites all nurses to join her for a town hall meeting. Please attend one of the five town halls on October 16th and 17th.

DATE:

Tuesday, Oct. 16
8–9 a.m.

Tuesday, Oct. 16
2–3 p.m.

Tuesday, Oct. 16
7:30–8:30 p.m.*

Wednesday, Oct. 17
8–9 a.m.

Wednesday, Oct. 17
2–3 p.m.

LOCATION:

Chevy Chase
Auditorium

Chevy Chase
Auditorium

Chevy Chase
Meeting Room*

Chevy Chase
Meeting Room

Chevy Chase
Auditorium

*Email JHH_Nursing@jhmi.edu to register for the 7:30 pm session. The session will only be held if 10 or more nurses confirm attendance by October 15th.



JOHNS HOPKINS
NURSING



IN CASE YOU MISSED IT!

Fall 2018 **Nursing Town Halls**

Unable to attend or view one of Deb Baker's Town Halls?

HERE ARE THE HIGHLIGHTS:

Our RN Compensation Philosophy

- Pay highly competitive RN salaries
- Perform annual salary reviews to remain competitive
- Communicate individually about how pay is determined
- Maintain a professional pay model to:
 - Attract and retain outstanding nurses
 - Support career advancement and growth

Following our initial compensation assessment ...

What We Are Keeping

- A professional pay model that gives nurses flexibility to schedule shifts over a six-week period
- Merit increases based on your performance

What's Ahead

- Higher pay ranges
- Pay increases for nurses whose pay is not already above market
- A new professional advancement model

In 2018, in addition to the regular merit increase, JHH made internal equity adjustments, increased shift differentials, and gave all nurses a 3% market increase.

In 2019 and beyond ...

Pay Improvements

- Expand the region we use for market pay comparisons
 - from Baltimore to the Mid-Atlantic, including D.C.
- Adjust pay ranges
 - In January 2019, nurses capped at the top of their range will receive their merit increase in their base rate instead of a lump sum
- Increase pay for JHH nurses who are not already paid above market, based on their years of experience

New RN Professional Advancement Model

- Develop a new professional advancement program that is:
 - Separate from base pay so you'll know how you are paid for your professional advancement
 - Simpler and easier to understand

As of January 1, 2019, nurses who work 72 hours per pay period (.9 FTE) will be eligible for the full \$10,000 tuition reimbursement and dependent tuition benefits.



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