

Essentia values Duluth Clinic 3rd Street Building nurses with market-leading compensation, excellent benefits, and flexibility



Essentia Health values the contributions of ambulatory nurses. And while there is always room for improvement, Essentia has worked hard to keep ambulatory nurses in a competitive market position. Over the last three years these efforts have led to an average increase in pay for nurses of 6.5% through a combination of annual increases and market adjustments.

In addition to market-leading pay, ambulatory nurses also have excellent benefits and a flexible work environment.



Market-Leading Compensation

Calendar Year	2022	2023	2024	Total
Clinic RN Avg. Annual % Increase	3.50%	3.50%	3.50%	10.50%
Market Adjust Avg.%, 12/2023		9.00%		9.00%
Total Increases 2022-2024				19.50%



- ❑ On average, ambulatory nurses have received annual increases of 3.5% per year or **10.50%** over the past three years.
- ❑ Additionally, ambulatory nurses received an average market adjustment of 9.00% in 2023 for a total average increase of **19.5%** over the past three years.

Excellent Benefits...



- ❑ Core benefits: Health, dental, vision, HSA, FSA, Life/AD&D, STD/LTD.
- ❑ Retirement: 401(k) retirement (with match).
- ❑ Time away: PTO, holidays, paid parental leave, bereavement leave, jury duty leave.
- ❑ Additional benefits: Guidance resources, tuition reimbursement, adoption expense reimbursement, health & fitness, childcare, employee discounts.

Flexibility and Teamwork...



- ❑ Today, ambulatory nurses have the freedom and flexibility to work directly with their leaders and colleagues to create the best outcomes for patients.
- ❑ Ambulatory nurses can also work directly with their leaders to create work schedules and to schedule time off aligned with personal preference and patient care needs.

Retention...

- ❑ Competitive pay, benefits and a flexible work environment keeps turnover lower. Voluntary turnover among 3rd Street nurses is just 8.9% compared to a national average of 14.2% for health systems/hospitals.

We encourage you to vote no to the question of MNA representation. Let's continue working directly together in the interests of our colleagues, patients and the community we serve.

We hope this information is helpful as you consider your choices in the election. Also, please visit our website at <https://www.essentiaclinicnurse.org/>

