

Purpose of the RN Step & Grade Program

The Step & Grade program was created to fairly compensate, recognize and reward years of service as a registered nurse. Before this program, salary offers were subjective and based on many factors. The Step & Grade is a formal program with pay rates assigned by years of RN experience. Methodist Healthcare Senior Management selected this as the best approach to ensure fair and competitive pay for our bedside direct care RNs, which will prevent competition among units and facilities within our System.

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What Positions are Eligible for the Step & Grade System

Full/Part time direct care bedside RNs, Charge Nurses and Service Line Coordinators are eligible to participate in this compensation program.

Positions that are *not eligible* for this special pay program are:

- RNs with PRN status
- RNs in a grandfathered status
- RNs in a specialized position or not providing direct 24/7 care
- RN Educators
- RN Case Managers
- RNs in a management function both exempt and nonexempt.

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General Step & Grade Information

- ▶ How are years of experience calculated?
 - Years of experience are based on experience as a Registered Nurse. If you had an RN license, but were not functioning in that capacity, the date you started to function as an RN would be used.
- ▶ How am I assigned to the Step & Grade System?
 - This is based on your years of experience as a Registered Nurse. For example, if you are a RN II with five years of experience you would be placed on step five of the RN II grade.

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Professional Development Opportunities

▶ Nursing Clinical Excellence Program

Sometimes referred to as The Clinical Ladder

This is an excellent opportunity to be rewarded for your annual continued professional activities such as:

- Specialty Certification
- Shared Nurse Governance activities
- Continuing Education activities
- Leadership activities at your facility
- Research activities

Each facility has “champions” who can assist with the application process. Take credit for all you do to advance your professional development!

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Career Enhancement Through Educational Opportunities

- ▶ Education Assistance Program Tuition reimbursement. Maximum of \$600 per semester for a total of \$1,800 per year. (Policy #3418/3)
- ▶ Specialty Education Funding For attending an educational conference. (Policy # 4618/1)
- ▶ Certification and Specialty Recognition
Two tiers of recognition:
 - At the time of initial certification, receive a one time monetary lump sum payment.
 - Annual Recognition for specialty certification in one area of practice

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More Career Enhancement Through Educational Opportunities

- ▶ Onsite certification review courses
- ▶ Onsite ongoing CEU opportunities including:
IABP, EKG, Jurisprudence, Chemotherapy, IV Therapy, Pacemaker Therapy, Trauma Nurse Core Course, CRRT, Preceptor Update, Charge Nurse Preparation

Just to name a few!

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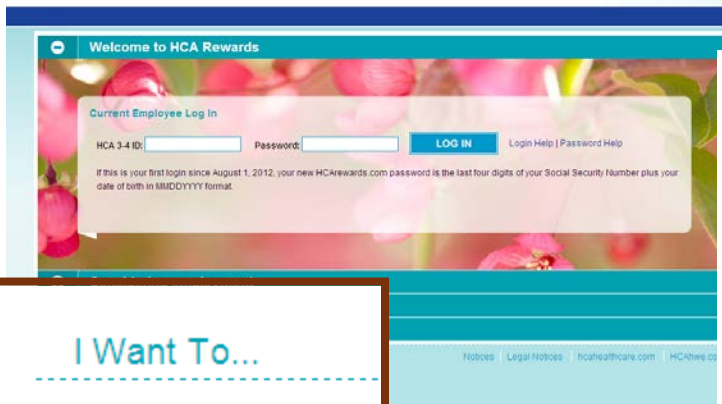
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Your Total Rewards

Please log on to the HCA Rewards website to view your total rewards, including health benefits, 401k, and more. We value your tenure and loyalty with us. www.hcarewards.com



My Total Rewards | My Balances

Snapshot of Your Total Rewards

This table summarizes the total annual value of the pay and benefits you receive and provides a picture of your facility's investment in you. Using the links below, you can see detailed amounts and descriptions based on your personal data.

Reward Source	Your Facility's Annual Contributions	
My Pay		91%
My Retirement		5%
My Health Benefits		4%
My Other Benefits*		* *
Your Facility's Total Annual Investment in you		100%

*My Other Benefits includes Paid Time Off/Work/Life related benefits and CorePlus benefits. The value of these rewards depends on how you use them.

HCA refers to HCA Holdings, Inc. and its direct and indirect subsidiaries and affiliated partnerships unless otherwise stated. HCA is a holding company which has no employees. Employees means employees of the subsidiaries and affiliates of HCA Holdings, Inc.

My Total Rewards Categories

Color Key

- My Pay (Yellow)
- My Retirement (Blue)
- My Health Benefits (Red)

- I Want To...**
- [Find Benefit Providers](#)
 - [Make a 401\(k\) Plan Rollover](#)
 - [Report An Absence](#)
 - [Retire](#)
 - [Review/Update My Beneficia](#)
 - [Take A Leave Of Absence](#)
 - [Verify Employment](#)
 - [View My Address](#)
 - [View My Total Rewards](#)

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