

# UMMS SHIFT DIFFERENTIAL EXPLAINED

ONEUMMS

UMMS has set standard, flat shift differential rates. Shift differential is the additional compensation that non-exempt, hourly employees are paid for working evening, night and weekend shifts. The new standard for shift differential ensures that employees are compensated consistently when working the same shifts. It also moves us closer to our long-term vision of seamless career growth within the System by establishing consistent shift differentials at all UMMS facilities.

- ◉ Standard, flat shift differential rates across the System eliminate unnecessary variation that can lead to unintended inequities within individual departments and among our member organizations.
- ◉ The decision to standardize shift differential started with an in-depth review of the different shift differential rules, eligibility and rates at each member organization.
- ◉ The new shift differential rates were established to ensure both market competitiveness and long-term financial stability.
- ◉ Shift differential categories were determined using a rigorous four-step process that reflected market consistency and industry best practice.

## FAQ

### **How is a flat rate more equitable than a percentage rate?**

Shift differential that is based on a percentage of an employee's base pay means that employees are being compensated differently for working the same shift. The new, standard shift differential will be a flat rate, which means no matter what your base pay rate is or at which member organization you work, your time is equally valued. Any eligible employee who works an evening, night or weekend shift will receive the same shift differential pay.

### **How are the rates categorized?**

Rates are categorized by four job types: RN, Clinical Professional, Clinical Technical and Support. Leaders from across the System were involved in the categorization of positions to ensure that they were grouped in the most accurate way possible. We used all available information on existing UMMS jobs, including job descriptions, to review and confirm the categorization. We also partnered with an independent consultant to audit job mapping to ensure consistency based on job descriptions as well as to map new jobs created since the shift differential categories were first established.

### **Who should I contact to understand why a particular job title is categorized a certain way?**

Please talk with your HR business partner to discuss in more detail why positions were grouped in a certain category.

### **Will UMMS periodically review these categories and rates?**

Yes. UMMS will review shift differential categories and rates periodically, timed with changes in the market and the System.

## Shift Differential Rates for Hourly, Non-Exempt Employees

Shift Differential Category	Types of Positions Included	Category Criteria	Representative Job Titles	Evening	Night	Weekend Day	Weekend Evening	Weekend Night
RN	Registered Nurses	<ul style="list-style-type: none"> <li>Reflects nurses functioning in the Professional Advancement Model (PAM)</li> </ul>	<ul style="list-style-type: none"> <li>Staff Nurse</li> <li>Registered Nurse</li> <li>Clinical Nurse I, Clinical Nurse II, Sr. Clinical Nurse I, Sr. Clinical Nurse II</li> </ul>	\$3.25	\$4.75	\$3.00	\$4.75	\$6.75
Clinical Professional	Clinical Professionals (Outside of Nursing)	<ul style="list-style-type: none"> <li>Clinical positions (excluding non-PAM RNs) where a bachelor or master's degree is required; may also require additional professional licensure and/or advanced certifications</li> </ul>	<ul style="list-style-type: none"> <li>Clinical Social Worker</li> <li>Occupational Therapist</li> <li>Respiratory Therapist</li> <li>Dietician</li> <li>Medical Technologist</li> </ul>	\$3.00	\$3.75	\$2.50	\$4.25	\$4.75
Clinical Technical	Clinical Technicians	<ul style="list-style-type: none"> <li>Positions requiring an associate degree that are certified or licensed to perform work with specialized equipment or processes; AND</li> <li>Certification, licensure and training requires generally requires the completion of an 18 to 24 month program AND</li> <li>Direct patient care, if provided, is under the supervision of a licensed clinical professional or a registered nurse</li> </ul>	<ul style="list-style-type: none"> <li>Imaging Technologist (e.g., Radiologic Tech, Ultrasound Tech, Nuclear Medicine Tech)</li> <li>Physical Therapy Assistant (PTA)</li> <li>Medical Lab Tech</li> </ul>	\$2.50	\$3.25	\$1.75	\$3.75	\$4.25
Support	Patient Care Support and Service Staff	<ul style="list-style-type: none"> <li>May require an associate degree or a special certification; additional certification or licensure generally can be obtained in 12 months or less</li> <li>Positions that perform routine work under the supervision of a licensed clinical professional, provider or technician</li> <li>Scope of patient care delivery is narrow</li> </ul>	<ul style="list-style-type: none"> <li>Medical Assistant</li> <li>Certified Nursing Assistant (CNA)</li> <li>Patient Care Technician</li> <li>Nursing Tech</li> <li>Pharmacy Tech</li> </ul>	\$1.50	\$1.75	\$1.00	\$2.00	\$2.50
	Administrative, Business and Facilities Support	<ul style="list-style-type: none"> <li>Support positions that perform general non-health care specific functions</li> </ul>	<ul style="list-style-type: none"> <li>Environmental Services Tech</li> <li>Food Service Worker</li> <li>Security Officer</li> <li>Access Representative</li> <li>Unit Secretary</li> </ul>					

Some of this information may not apply to unionized employees. Please contact your local Human Resources representative with questions about unionized employees.