

Banner Health

- \$58 million investment in workers across four hospitals just in northern Colorado
- Paying cost of BSN degrees through the Banner Education Achievement program
- Tuition reimbursement increases
- Sign-on bonuses for new clinical career ladders
- Housing stipends and minimum wage increase to \$15/hour
- Regular market review and pay scale adjustments

Centura Health

- \$230 million investment in pay increases and benefit changes
- Tuition reimbursement increases
- Student loan assistance, child care assistance, housing stipends
- Market-based bonuses for 20% of staff and enhanced sign-on bonuses
- Market adjustments for select positions

Children's Hospital Colorado

- \$103 million investment in team member initiatives, pay increases, and incentives
- Tuition reimbursement, expansions to clinical ladder program and education benefits including fully funded education options
- Retention bonuses for clinical staff in inpatient settings, sign-on bonuses
- Market and merit increases, organizational performance payments
- Family support programming for child care, academics, and tutoring

Denver Health

- Resiliency in Stressful Events (RISE) program provides counseling to staff/families
- Investments in initiatives through the Workforce Development Center

HealthONE

- \$200 million investment in pay adjustments and incentives for colleagues
- Tuition assistance and student loan assistance programs
- 475 participants in 1,800 hours of live training through the Leadership Institute
- Sign-on bonuses and new entry level rates
- Wage adjustments throughout the organization

SCL Health, now part of Intermountain Healthcare

- \$150 million investment in workforce initiatives, increased pay for nursing staff
- Tuition and certification reimbursement, loan forgiveness, training stipends
- Gratitude, sign-on, relocation, and referral bonuses
- Market adjustments and increases in medical plan cost coverage

UCHealth

- \$277 million investment in support for staff/providers and workforce expansion
- Ascend Career Program offering tuition reimbursement and fully funded education programs, plus new clinical career ladders
- Gratitude bonuses for all employees, performance bonuses
- Market and merit increases resulting in a 20% increase in compensation/benefits expenses from January 2020 to December 2021
- Relief during the pandemic (e.g., child care support, financial assistance)



Caring for Heroes:

**More than
\$1.02 billion**
in workforce investments,
plus countless programs
aimed at fostering
employee wellness



Building the Pipeline:
Tuition reimbursement,
student loan assistance,
training stipends, and
robust professional
development programs



Increasing Pay:
Minimum wage,
protected pay/emergency
relief, market and merit
increases, and various
incentive bonuses