

UPMC's Investment in CRNAs

At UPMC, we're committed to investing in our workforce and supporting the well-being of our employees through industry-leading benefits, best-in-class career opportunities, competitive wages, and more.

With this commitment in mind, we evaluate salary structures for CRNAs each year and adjust accordingly, ensuring that employees receive the competitive compensation they deserve for the excellent care they provide.

2025 CRNA Compensation Enhancements

The following enhancements for employees in UPMC's Central Pa. region, effective Sunday, February 23, 2025, demonstrate our commitment to investing in CRNAs at UPMC.

Increased Base Pay: The entry rate for CRNAs will increased to **\$230,000 annually**. Current CRNAs, including management and casual staff, will receive a **7.5% pay adjustment** to account for overtime pay and the increase to the pay range minimum. These adjustments strengthen our competitive position in the market and enable us to attract and retain the best talent for our organization.

Exempt FLSA Status: Full-time CRNAs will be re-classified as **exempt salaried employees**, in accordance with industry standards for CRNAs. Dependent on vacancy rates, CRNAs will have the **opportunity to receive straight overtime pay** if an additional shift of at least 4 hours is worked beyond 40 hours in a given week. Casual and part-time staff will remain non-exempt.

Additional Offerings for Current CRNAs



Shift Coverage Incentives: CRNAs that provide coverage for additional shifts of at least 4 hours are eligible for **compensation of \$60/hour**. This is paid in addition to any straight overtime earned for additional shifts and does not include casual staff.



Career Advancement Opportunities: CRNAs are eligible to receive **up to a 10% increase** to their base salary as they advance their careers along the robust CRNA career ladder, which rewards achievement of practice-based and professional development goals.

Additional Offerings for New Hires



PTO Advance: Newly hired CRNAs will receive a **generous PTO advance** based on their experience level, on top of their regular PTO accrual.

- > Less than 5 years of experience: 40 hours
- > 5 to 15 years of experience: 80 hours
- > More than 15 years of experience: 120 hours



Sign-On Bonuses: UPMC offers sign-on bonuses for CRNAs of **up to \$100,000**, ensuring that we continue to recruit top talent to our team at UPMC.

UPMC is committed to providing careers and compensation that ensure we remain the best place for CRNAs to work.

Employees can expect to see the above adjustments reflected in their paychecks received on Friday, March 14, 2025. Please contact your Human Resources representative with any questions.