

UVA Health University Medical Center FAQs: FY25 Medical Center Annual Pay Increase

UVA Health leadership approved a 3% annual pay increase for Medical Center team members for fiscal year 2025 (FY25), effective for all eligible team members on September 15, 2024.

Who is eligible to receive a pay increase?

To receive a pay increase, team members must have been hired before April 1, 2024, and have successfully completed their probationary period and have a performance appraisal status of “Successfully Completed” with a “Fully Meet Expectations” rating or higher. Team members must not be in an active performance warning at the time of raise.

What does prorate mean and why is it important?

Prorating is the process of allocating value proportionately. In keeping with pay equity efforts, pay increases are prorated so that the increase is paid based on the number of months each team member worked during the assessment period.

Hire Date	Prorated annual pay increase effective 9/15/24
April 2 – June 30, 2023*	See below
Jul-23	3.00%
Aug-23	2.75%
Sep-23	2.50%
Oct-23	2.25%
Nov-23	2.00%
Dec-23	1.75%
Jan-24	1.50%
Feb-24	1.25%
Mar-24	1.00%
Apr-24	**
May-24	**
Jun-24	**
<p>*Note: Team members hired between April 2, 2023 and June 30, 2023 last year were not eligible for annual increase. In recognition of this, a Backward Proration schedule is applied: Backward Proration Schedule: Hire Date → annual pay increase effective 9/15/24: April 2, 2023 – April 30, 2023 → 3.75% May 1, 2023 – May 31, 2023 → 3.5% June 1, 2023 - June 30, 2023 → 3.25%</p>	
<p>**Not eligible for annual pay increase this year. Will receive Backward Proration next year.</p>	

Proration Chart: Annual Increase

- Prorated adjustments to the annual pay increase are based on month of hire
- Team members hired on or after April 1, 2024 will not receive the annual pay increase, but will be eligible for the annual pay increase next year.
- **Backward Proration:** Team members hired between April 2 – June 30, 2023 did not receive an annual pay increase for work done in FY2023. Annual increase follows Backward Proration schedule.

Why is the annual pay increase prorated?

The decision to prorate the pay increase aligns with Medical Center leadership's commitment to promoting pay equity amongst Medical Center team members. The prorated amount will be based on the month of hire. Prorating pay increases in this way allows employees to be fairly paid for time they worked in the performance eligibility period.

How do I know if I will receive a pay increase?

Managers will have Workday access to pay increase information in advance of the paycheck date. If you have questions, you may discuss the pay increase with your manager or your HR Business Partner. Additionally, details on pay increases will be reflected in Workday beginning October 2.

When will I see the pay increase reflected in my paycheck?

Eligible team members will see their annual pay increase included in the October 4 paycheck.

Do leaders/managers in the medical center need to initiate any changes in Workday for these pay adjustments?

No, leaders/managers do not need to initiate any changes for these pay changes. UVA HR will initiate changes in Workday.

Why is the pay increase 3%?

The 3% pay increase for Medical Center team members is part of the overall amount leadership has invested in increased compensation for Medical Center team members as a commitment to achieving competitive market pay for positions and improving our ability to reward, attract, and retain our most valuable assets – our people. In addition to the pay increase, this year many team members received (or will receive) a salary adjustment after our thorough market and equity reviews.

Why is the Medical Center pay increase different from the Academic Division pay increase?

The funding for UVA Health pay increases is separate and distinct from that which funds the pay increases of the University's Academic Division.

Will I be eligible for a full 3% increase if I am close to the maximum of my salary range?

If a team member is close to the pay range max, the adjustment can bring them to the pay range max and then anything above would be provided in a lump sum bonus.

If my rate is currently above the salary range maximum for my job, will I receive an increase?

For team members who are at or above the max, the increase will be provided in a lump sum bonus. Bonuses are calculated as an annual amount of the increase using scheduled weekly hours in Workday.

Can a bonus payment be deferred to a retirement account?

Deferring the bonus payment to a retirement account requires additional steps and can be accomplished by contacting the HR Solution Center: ASKHR@virginia.edu.

If I move from another UVA division to UVAMC, will I be eligible for the annual pay increase?

It depends on the timing of the move. You will not receive two pay increases. For example, if you are an academic employee and receive a merit adjustment in July 2024, then transfer to the Medical Center, you would not be eligible for the Medical Center pay adjustment. However, if you move from the academic division to the Medical Center prior to the academic merit increase, you will be eligible for a MC pay adjustment if you meet the eligibility criteria.

What is the Medical Center Compensation Program?

UVA Medical Center is committed to investing in its team members and providing a comprehensive and competitive total rewards package, which includes a compensation program that is market-driven, performance-based, and equitable consisting of a competitive base salary, robust benefits, and a pay increase program.

How much does UVA Medical Center invest in the compensation program each year?

The total amount budgeted for the Medical Center's compensation program is dependent on how well the organization performs financially and can be different each year.

Who can I contact with questions?

Please contact : ASKHR@virginia.edu.