

Nursing

Registered Nurse Salary Program

In order to recruit and retain the best qualified nursing staff, Mayo Clinic Rochester's salaries are competitive nationally. Market survey data is used to create the salary ranges and pay practices in the RN Salary Model. In addition to salary, total compensation includes our extensive benefits package and many other valuable programs. A RN's past nursing experience influences initial placement within the range.

Under the RN Salary Model, all RNs are assigned to a primary, or baseline, salary range that is aligned with current salary market data. Additional salary ranges build upon the baseline range and reflect the individual's nursing education and their work unit's schedule. Mayo Clinic Rochester is calling this RN salary range structure a "building block" model.

- ① The baseline salary range corresponds to a Monday through Friday day position held by an RN with an associate degree or diploma.
- ② The first "building block" added in the RN salary structure is education. One salary range will be added to the baseline salary for individuals who have graduated from an accredited baccalaureate program and achieved a BS or BA degree in nursing.

An additional salary range will be added for individuals who have graduated from an

accredited masters program and achieved an MS or MA degree in nursing.

- ③ The second "building block" is the work unit schedule. Schedules used at Mayo Clinic Rochester are:
 - Monday through Friday day hours.
 - 24/7 (regularly scheduled to work evenings, nights, weekends, holidays).
 - Extended hours: in between Monday through Friday day and 24/7 schedules (regularly scheduled to work day and evening hours and some weekends and holiday).

DEPARTMENT OF NURSING AND SURGICAL SERVICES RN SALARY RANGES:

① ADN/DIPLOMA SALARY RANGE <i>working in 24-hours-a-day/7-days-a-week units:</i>		② BSN/BAN SALARY RANGE <i>working in 24-hours-a-day/7-days-a-week units:</i>		③ MSN/MAN SALARY RANGE <i>working in 24-hours-a-day/7-days-a-week units:</i>	
	Minimum	Maximum		Minimum	Maximum
Hourly	\$28.88	\$43.32	Hourly	\$29.75	\$44.64
			Hourly	\$30.64	\$45.97

SHIFT DIFFERENTIAL <i>(paid in addition to base hourly rate)</i>			
Weekday Evening Rate	\$1.90	Weekend Day Rate	\$2.00
Weekday Night Rate	\$2.50	Weekend Evening Rate	\$3.90
		Weekend Night Rate	\$4.50