

From: [St. Joseph's Health News](#)
To: [St. Joseph's Health News](#)
Subject: A Special Message from President and CEO Les Luke and Director, HR Business Partner Mark Ferranti
Date: Thursday, August 19, 2021 2:04:06 PM



Dear St. Joseph's Health Colleagues,

The past year's unprecedented struggle with the effects of the COVID pandemic highlighted, more than ever, just how important every job at St. Joseph's Health is to the community we serve. Colleagues at all levels of our ministry have gone above and beyond to care for our patients, residents, and communities, and we are incredibly grateful for your collective efforts.

It has always been a priority at St. Joseph's Health to ensure our colleagues are paid fairly, and regular compensation reviews within Human Resources are part of that effort.

Today, we are pleased to announce that St. Joseph's Health leadership has made the decision to **increase our minimum wage paid to colleagues to \$15 per hour**. The effective date will be August 8, 2021, with increases in the paycheck dated August 27, 2021.

Additionally, we will be adjusting the pay of those colleagues currently at \$15 or above to account for experience, education and other factors.

If you are among those colleagues whose base pay will be impacted by this change, you will receive notification from your manager in the coming days. Your manager will have a Job Aid to assist you in reviewing your new pay rate information online in Workday.

The ongoing dedication and resilience you continue to demonstrate as we continue moving through the COVID-19 pandemic is beyond measure. You have our sincere gratitude for all you do, every day, in support of our Mission and in the spirit of serving the greater good.

If you have any questions, we encourage you to speak with your manager.

Sincerely,

Handwritten signature of Leslie Paul Luke in black ink.

Leslie Paul Luke

President and CEO

Handwritten signature of Mark Ferranti in black ink.

Mark Ferranti, SPHR-SCP

Director, HR Business Partner