# 2022 salary adjustment approved

Jan. 18, 2022



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Mayo Clinic will provide a salary adjustment to eligible allied health and consulting staff in 2022. The salary adjustment will be effective March 16 and reflected in the April 5 paycheck.

Pay ranges for allied health staff will increase by 2%, with a 2.75% multiplier based on the new range maximum. Salary worksheets with details about individual increases will be provided to managers, beginning March 9. For specific information about the allied health staff salary adjustment, search [HR Connect](https://mcsm.service-now.com/hrconnect/) for "compensation" or talk with your supervisor.

Consulting staff in Arizona, Florida and Rochester will receive an email at the end of March with instructions on how to review their personal salary adjustment statement by visiting [Employee Online Services](https://myhr-prod-webapp.mayo.edu/). Mayo Clinic Health System physicians will receive an email from their regional leaders at the end of March that includes their individual compensation statement.

### Questions and answers

**How do I calculate my salary adjustment if I am an allied health staff member?**

As an example, here's how to perform the various calculations for a current pay rate of $19.50, with a pay range maximum of $24:

* Calculate your new pay range maximum based on a pay range increase of 2% like this: $24 x 1.02 = $24.48.
* Calculate the increase amount using a multiplier of 2.75% like this: $24.48 x 0.0275 = $0.67.
* Calculate the new pay rate by adding the increase amount to the current pay rate like this: $19.50 + $0.67 = $20.17.

Search [HR Connect](https://mcsm.service-now.com/hrconnect/) for "compensation allied health salary adjustment" for more information.

**Does the salary adjustment reflect a cost-of-living increase?**

The annual salary adjustment is based on a review of external market factors. The cost-of-living increase, or the inflation rate, is not the primary factor used to determine the salary adjustment amount. Instead, Mayo Clinic uses multiple surveys to understand how much wages are anticipated to increase in the external market over the next year.

**Why isn't the 2022 salary adjustment higher when Mayo Clinic continues to do so well financially?**

Mayo Clinic performed very well in 2021, and Mayo staff made that possible. 2021 was a challenging year, and Mayo Clinic has expressed its gratitude in many ways for the dedication and commitment of staff. Mayo will continue to do so. As for salaries, those adjustments are based on external market data.

**What if the pay range for my job is below the market rate?**

As part of the salary adjustment process, pay ranges for some jobs may increase to align with the external market. Department leaders bring forward jobs deemed below the market rate to Human Resources and the Salary and Benefits Administrative Committee, which have final approval.