



## **Atrium Health Floyd and Harbin Clinic Substantially Raise Teammate Minimum Wage**

*Northwest Georgia teammates see \$2.85 per hour — or 17.8% — increase to starting rate*

**ROME, Ga., Jan. 28, 2026** — Atrium Health Floyd and Harbin Clinic are making a significant additional investment into their local workforce, announcing an increase in the minimum starting wage for eligible teammates in Northwest Georgia to \$18.85 per hour, which will be reflected on the teammates' Jan. 30 paychecks.

The new minimum wage represents a \$2.85 per-hour — or 17.8% — increase for teammates at Atrium Health Floyd and Harbin Clinic, which are part of Advocate Health, the nation's third-largest nonprofit health system.

The increase achieves Advocate Health's enterprise-wide goal of setting a unified minimum starting rate for all teammates across every market in six states, including Georgia and Alabama. It is part of a planned \$776 million in additional compensation investment for 2026 — one of the largest single-year commitments in the system's history — aimed at promoting long-term workforce stability, expanding career opportunities and cultivating a nationally competitive workplace that supports teammates who deliver exceptional care in the communities they serve.

"Increasing our starting wage is a direct way Atrium Health Floyd and Harbin Clinic can support the teammates who care for families across Northwest Georgia," said Delvecchio Finley, president of Atrium Health's Georgia market. "For many full-time teammates, this change amounts to almost \$6,000 more income each year, providing financial stability that makes a real difference at home. Strengthening our workforce ultimately strengthens the care experience for every patient who walks through our doors."

Since Floyd health system first joined what is now Advocate Health in 2021, the system has made significant, sustained investments in its workforce, including yearly minimum starting rate increases that have significantly outpaced the current minimum wage standards. Atrium Health Floyd and Harbin Clinic teammates will now earn at least \$11.60 per hour more than the federal minimum wage of \$7.25 per hour, or over \$24,000 per year more than they would if they were paid the federal minimum wage, assuming a 40-hour work week.

### **A unified approach to competitive compensation**

Advocate Health's \$776 million workforce investment advances a comprehensive compensation framework that includes:

- A unified \$18.85 minimum starting rate for all divisions across entire six-state service territory — delivering consistency and creating a stable, competitive enterprise-wide entry wage for roles

such as environmental services technicians, food service assistants, patient safety attendants, and patient and equipment transporters.

- Annual merit planning and pay-range adjustments, shaped by teammate feedback, to stay aligned with evolving market conditions.
- Investments in pay structures, pay grades and eligible base pay increases to strengthen retention and support workforce stability.

“By aligning Atrium Health Floyd and Harbin Clinic with a unified minimum starting rate, we’re ensuring teammates in Northwest Georgia experience the full benefit of being part of Advocate Health,” said Nakesha Lopez, executive vice president and chief people and culture officer at Advocate Health. “This increase strengthens the foundation for every teammate and underscores our promise to invest in their growth, well-being and long-term success.”

In determining pay structures, including minimum wage, across the enterprise, Advocate Health partners with leading third-party compensation consultants, participates in national market surveys, and analyzes reliable, law-compliant pay data to ensure our compensation rates are competitive, equitable and aligned with industry standards.

#### **About Atrium Health Floyd**

The [Atrium Health Floyd](#) family of health care services is a leading medical provider and economic force in northwest Georgia and northeast Alabama. Atrium Health Floyd is part of Charlotte, North Carolina-based [Advocate Health](#), the third-largest nonprofit health system in the United States. Atrium Health Floyd strategically combined with Harbin Clinic in 2024 and employs more than 5,200 teammates who provide care in over 40 medical specialties at four facilities: Atrium Health Floyd Medical Center, a 361-bed full-service, acute care hospital and regional referral center in Rome, Georgia; Atrium Health Floyd Polk Medical Center in Cedartown, Georgia; Atrium Health Floyd Cherokee Medical Center in Centre, Alabama; and Atrium Health Floyd Medical Center Behavioral Health, also in Rome. Committed to redefining care for all, Atrium Health Floyd and Harbin Clinic provide primary care, specialty care and urgent care throughout northwest Georgia and northeast Alabama. Atrium Health Floyd also operates a stand-alone emergency department in Chattooga County, the first such facility to be built from the ground-up in Georgia.

#### **About Advocate Health**

Headquartered in Charlotte, North Carolina, [Advocate Health](#) is the third-largest nonprofit, integrated health system in the United States. A preeminent academic health system at the forefront of clinical excellence, innovation and research, it delivers care under the names [Advocate Health Care](#) in Illinois; [Atrium Health](#) in the Carolinas, Georgia and Alabama; and [Aurora Health Care](#) in Wisconsin and [Wake Forest University School of Medicine](#) is its academic core. Nationally recognized for expertise in heart and vascular, neurosciences, oncology, pediatrics and rehabilitation, Advocate Health is also a pioneer in the delivery of virtual health care. It is accelerating discovery by making research participation part of the standard-of-care through its one-of-a-kind [National Center for Clinical Trials](#), plus two affiliated life-sciences-focused innovation districts and one of the nation’s largest graduate medical education programs. With more than 165,000 teammates serving patients at 69 hospitals and over 1,000 care locations across six states, Advocate Health reinvests over \$6 billion each year to improve community health, making it one of the nation’s largest providers of community benefit.

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