

University of Washington

Classified Staff Salary Study

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TABLE OF CONTENTS

Section	Page
General Survey Information – Health Care	3
University of Washington Health Care Survey Peer Group	4
University of Washington Health Care Benchmark Jobs	5
Findings – Health Care	7
Definitions	10
Health Care Summary Market Data	11
Milliman Northwest Health Care Salary Survey – Peer Group	14
Milliman Northwest Health Care Salary Survey – All Other Participants	15

GENERAL SURVEY INFORMATION – HEALTH CARE

- ◆ Benchmarks were identified in consultation with University of Washington HR staff and based on benchmark matches used in previous years
- ◆ Benchmarks were matched to Milliman’s Northwest Health Care Salary Survey
 - The University’s primary group of peers was selected from the database
 - Data was collected from the peer group where possible
 - Where peer group data was insufficient, all other health care participants were used
- ◆ Sixty-two (62) jobs were included in the study
- ◆ All data in this report are effective as of: July 1, 2014

UNIVERSITY OF WASHINGTON HEALTH CARE SURVEY PEER GROUP

- ✓ EvergreenHealth*
- ✓ Group Health Cooperative
- ✓ MultiCare Health System
- ✓ Northwest Hospital & Medical Center*
- ✓ Overlake Hospital Medical Center*
- ✓ Providence Regional Medical Center Everett
- ✓ Seattle Cancer Care Alliance*
- ✓ Seattle Children's*
- ✓ Swedish/Edmonds
- ✓ Swedish Medical Center*
- ✓ Valley Medical Center*
- ✓ Virginia Mason Medical Center

*Indicates select group of hospitals used for imaging and nuclear medicine job comparisons

UNIVERSITY OF WASHINGTON HEALTH CARE BENCHMARK JOBS

- ✓ Anesthesiology Technician 2*
- ✓ Biomedical Electronics Technician 2
- ✓ Cardiac Monitor Technician
- ✓ Clinic Cytogenetic Technologist
- ✓ Clinical Data Specialist – Coder
- ✓ Clinical Laboratory Technician 1
- ✓ Clinical Laboratory Technician 2
- ✓ Cytology Technologist 2
- ✓ Dental Assistant 2
- ✓ Diagnostic Medical Sonographer*
- ✓ Dialysis/Phoresis Technician
- ✓ Dietary Unit Clerk
- ✓ Dietitian 1
- ✓ Electrocardiograph Technician 1
- ✓ Electroneurodiagnostic Technologist 2
- ✓ Financial Services Counselor
- ✓ Genetics Counselor 1
- ✓ Health Care Specialist
- ✓ Health Information Technician 1
- ✓ Histologic Technician 2
- ✓ Hospital Assistant
- ✓ Hospital Central Services Technician 1
- ✓ Imaging Technologist
- ✓ Imaging Technologist – Angiography
- ✓ Imaging Technologist – Computed Tomography*
- ✓ Imaging Technologist – Magnetic Resonance Imaging*
- ✓ Imaging Technologist – Mammography*
- ✓ Laundry Operator 1
- ✓ Licensed Practical Nurse
- ✓ Medical Assistant
- ✓ Medical Interpreter 1
- ✓ Medical Laboratory Scientist 1
- ✓ Medical Transcriptionist 2
- ✓ Mental Health Practitioner
- ✓ Mental Health Specialist 2
- ✓ Nuclear Medical Technologist 1*
- ✓ Occupational Therapist 1
- ✓ Occupational Therapy Assistant 2

*Indicates imaging and nuclear medicine job where a select group of hospitals were used for comparison

UNIVERSITY OF WASHINGTON HEALTH CARE BENCHMARK JOBS (continued)

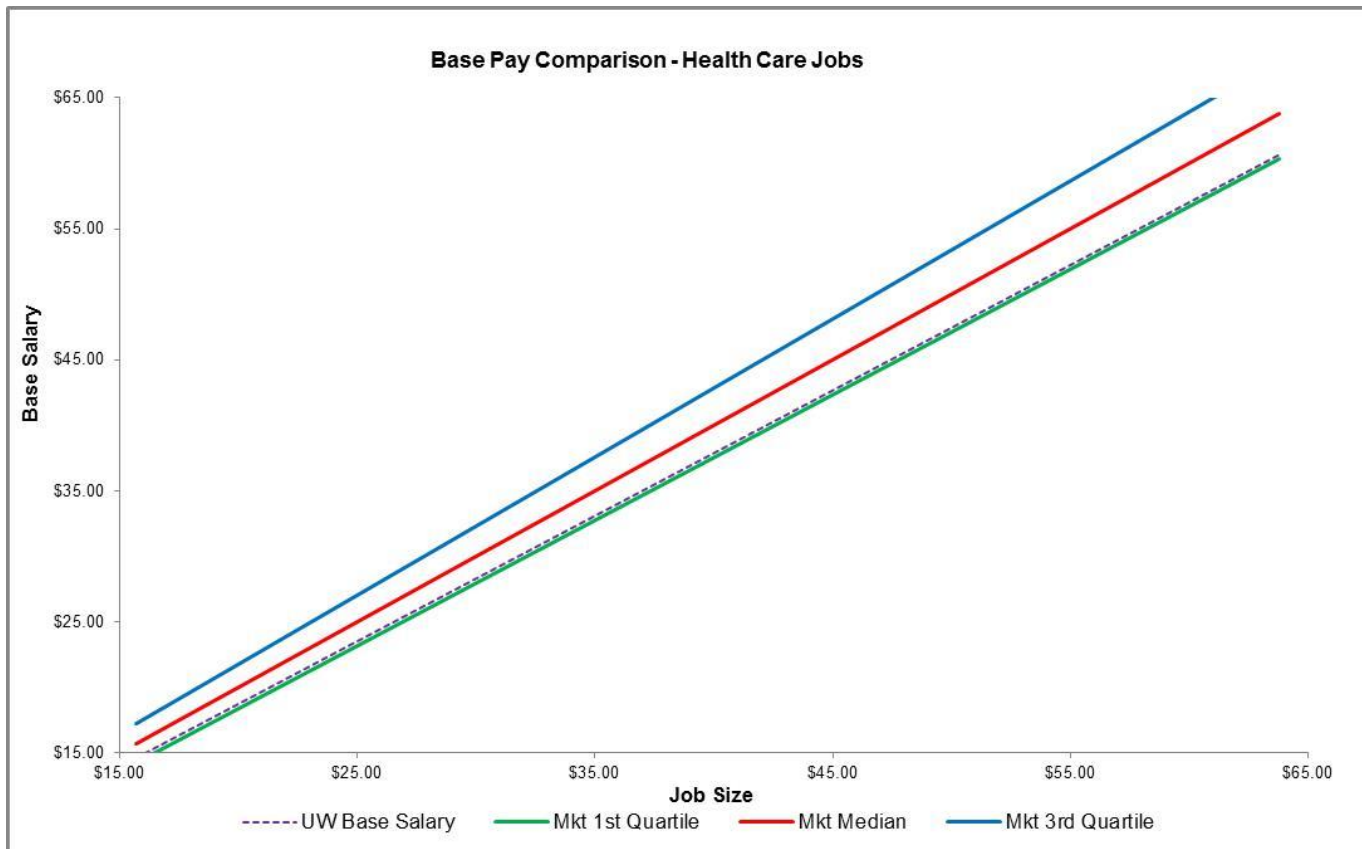
- ✓ Ophthalmic Technician 2
- ✓ Orthopaedic Technician I
- ✓ Patient Financial Services Specialist 2
- ✓ Patient Services Rep Coordinator
- ✓ Patient Services Specialist 2
- ✓ Pharmacist 2
- ✓ Pharmacy Technician 1
- ✓ Phlebotomist
- ✓ Physical Therapist 2
- ✓ Physical Therapy Assistant 1
- ✓ Physician Assistant - Advanced RN Practitioner
- ✓ Polysomnographic Technologist
- ✓ Radiation Therapy Dosimetrist
- ✓ Radiation Therapy Technologist
- ✓ Registered Nurse 2
- ✓ Rehabilitation Counselor 2
- ✓ Respiratory Care Practitioner
- ✓ Social Worker 1
- ✓ Speech Pathologist/Audiologist Specialist 1
- ✓ Stockroom Attendant 2
- ✓ Surgical Technologist
- ✓ Telephone Communications Operator - Hospital
- ✓ Therapeutic Recreator 1
- ✓ Vascular Technologist

FINDINGS – HEALTH CARE

- ◆ On balance, most of the University's pay is closely aligned with the market. On average, base pay is 5% below the market median (middle market)
- ◆ Actual pay falls generally within a normal range around the market "trend" for most positions
 - The market line reflects the "trend" of pay as job size increases
 - The 80% and 120% lines around the market trend line indicate a normal range for pay, depending on experience, performance, etc. (A normal range is usually established by considering an 80% to 120% range around the selected market data. This range allows for variations in compensation caused by market factors, experience and performance, job complexity and organizational values or strategies.)
- ◆ A summary of the market data can be found on pages 11 through 13

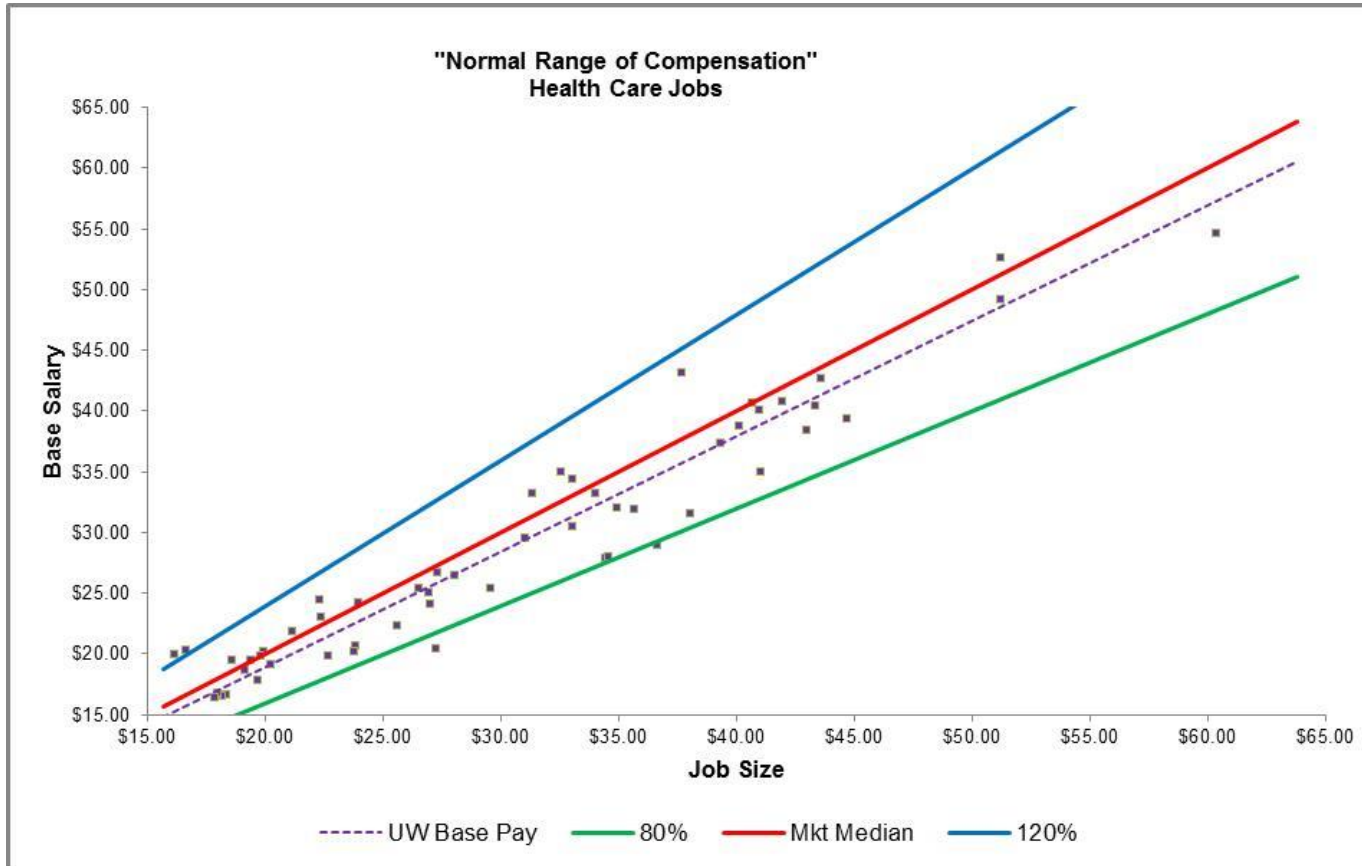
FINDINGS – HEALTH CARE (continued)

The chart below illustrates the University’s competitive position compared to the market. The chart shows that the University (purple dashed line) pays between the market median (middle) and 1st quartile (solid green line) across most jobs in this study.



FINDINGS – HEALTH CARE (continued)

The chart below illustrates the University's pay practice compared to a "normal range" of compensation. In the public sector a "normal range" is usually established by considering an 80% to 120% range around the selected market data (e.g. market median). This range allows for variations in compensation due to market factors, experience and performance, job complexity and organizational values or strategies.



DEFINITIONS

The previous graphs and following tables contain a summary of the compensation data collected during this study. The following terms are used:

Job Size: Value of the job based on market salary level

Base Salary: Value of the job based on the University's salary level

Survey Job Code(s): The Milliman Northwest Health Care Salary Survey job code(s) matched to the University job title

Survey Job Title(s): The Milliman survey job title corresponding to the job code

UW Head Count: The number of University employees in the benchmark job

UW Avg Base Pay: The current average pay of University employees in the job

UW/Mkt 50th: The ratio of University average pay to the market median (middle)

of Survey Orgs: The number of organizations that matched to the benchmark

of Survey Incumbents: The number of incumbents reported occupying the benchmark

Base 50th: The value at which 50% of organizations pay base salary below and 50% pay above

HEALTH CARE SUMMARY MARKET DATA

University of Washington Job Title	Survey Job Code(s)	Survey Job Title(s)	UW Head Count	UW Avg Base Pay	UW/Mkt 50th	# of Survey Orgs	# of Survey Incumbents	Base 50th
Anesthesiology Technician 2	2.14	Anesthesia Technician	28	\$25.02	92.8%	6	47	\$26.95
Biomedical Electronics Technician 2	9.02	Biomedical Technician	12	\$27.88	80.9%	10	52	\$34.45
Cardiac Monitor Technician	2.25	Telemetry/Monitor Technician	18	\$19.08	94.2%	7	231	\$20.26
Clinic Cytogenetic Technologist *	6.08	Cytogenetic Technologist	7	\$30.49	92.2%	9	72	\$33.07
Clinical Data Specialist - Coder	11.03	Registered Health Information Technician/Coder (RHIT)	14	\$24.05	89.0%	10	112	\$27.02
Clinical Laboratory Technician 1	6.02	Lab Assistant	100	\$20.13	101.0%	9	188	\$19.94
Clinical Laboratory Technician 2	6.06	Medical Lab Technician	48	\$22.28	86.9%	10	106	\$25.64
Cytology Technologist 2*	6.07	Cytotechnologist	3	\$43.14	114.4%	21	110	\$37.71
Dental Assistant 2*	1.34a	Dental Assistant	43	\$20.33	122.1%	18	462	\$16.66
Diagnostic Medical Sonographer	1.07	Ultrasonographer	3	\$40.44	93.2%	7	131	\$43.38
Dialysis/Phoresis Technician*	1.3	Dialysis Technician	5	\$24.42	109.4%	10	90	\$22.33
Dietary Unit Clerk	10.05	Dietetic Assistant	35	\$15.30	94.6%	6	112	\$16.18
Dietitian 1	10.07	Dietitian (Registered)	1	\$34.99	107.4%	12	139	\$32.59
Electrocardiograph Technician 1	1.13	EKG/Cardio Technician	1	\$17.77	90.1%	7	43	\$19.72
Electroneurodiagnostic Technologist 2	1.06	EEG Technician	5	\$29.48	94.9%	9	37	\$31.05
Financial Services Counselor	12.03	Financial Counselor	0			10	85	\$23.20
Genetics Counselor 1	1.27	Genetics Counselor	1	\$28.97	79.0%	6	19	\$36.67
Health Care Specialist	2.10a; 2.16a	Nurse Practitioner-General; Physician Assistant	48	\$52.56	102.7%	14	323	\$51.20
Health Information Technician 1	11.02	Health Information Management Technician	3	\$16.67	90.9%	10	174	\$18.34
Histologic Technician 2*	6.09b	Histology Technologist	2	\$26.64	97.5%	22	102	\$27.33
Hospital Assistant	2.04	Nursing Assistant, Certified (CNA)	281	\$16.54	90.8%	12	1976	\$18.21

*Indicates job where insufficient data was available for the peer group, and an “all” cut was used.

HEALTH CARE SUMMARY MARKET DATA (continued)

University of Washington Job Title	Survey Job Code(s)	Survey Job Title(s)	UW Head Count	UW Avg Base Pay	UW/Mkt 50th	# of Survey Orgs	# of Survey Incumbents	Base 50th
Hospital Central Services Technician 1	9.1	Central Service Distribution Technician	26	\$17.98	99.9%	5	87	\$18.01
Imaging Technologist	1.03	Radiology Technologist (Registered)	73	\$33.16	105.8%	7	193	\$31.33
Imaging Technologist-Angiography*	1.08	Electrophysiology Technologist	29	\$39.35	88.0%	15	27	\$44.72
Imaging Technologist-Comp Tomo	1.01a	Computed Tomography Technologist (CT Tech)	51	\$38.70	96.4%	7	122	\$40.15
Imaging Technologist-Mag Res Imaging	1.02	MRI Technologist	25	\$42.67	97.8%	7	76	\$43.63
Imaging Technologist-Mammo	1.04	Mammography Technologist	1	\$40.70	100.0%	6	71	\$40.68
Laundry Operator 1	9.07	Laundry/Linen Worker	47	\$13.90	88.7%	7	54	\$15.67
Licensed Practical Nurse	2.06a	LPN - Acute Care	1	\$20.43	74.8%	8	162	\$27.30
Medical Assistant	2.01	Medical Assistant	257	\$18.64	97.3%	11	1318	\$19.16
Medical Interpreter 1*	13.14	Medical Interpreter	46	\$21.83	103.1%	33	229	\$21.18
Medical Laboratory Scientist 1	6.05	Medical Technologist (ASCP)	218	\$31.85	89.3%	11	421	\$35.68
Medical Transcriptionist 2	11.01	Transcriptionist	37	\$20.68	86.8%	8	121	\$23.84
Mental Health Practitioner	5.05	Mental Health Practitioner	35	\$31.49	82.7%	5	87	\$38.08
Mental Health Specialist 2	5.06	Mental Health Specialist	39	\$20.14	84.7%	5	49	\$23.78
Nuclear Medical Technologist 1	1.05a	Nuclear Medicine Technologist	0			7	30	\$45.56
Occupational Therapist 1	1.21	Occupational Therapist (Registered)	8	\$34.99	85.3%	11	271	\$41.02
Occupational Therapy Assistant 2	1.2	Occupational Therapy Assistant (Certified)	3	\$26.47	94.4%	7	32	\$28.05
Ophthalmic Technician 2*	8.01b	Ophthalmic Technician (Certified)	10	\$24.17	100.7%	20	172	\$23.99
Orthopedic Technician I*	1.31	Orthopedic (Cast) Technician	2	\$22.98	102.5%	26	98	\$22.41
Patient Financial Services Specialist 2*	12.04; 12.01	Collections Counselor; Patient Account Rep	108	\$19.45	100.4%	36	309	\$19.38
Patient Services Rep Coordinator	13.1	Patient Appointment Coordinator	3	\$19.81	100.0%	5	343	\$19.82

*Indicates job where insufficient data was available for the peer group, and an "all" cut was used.

HEALTH CARE SUMMARY MARKET DATA (continued)

University of Washington Job Title	Survey Job Code(s)	Survey Job Title(s)	UW Head Count	UW Avg Base Pay	UW/Mkt 50th	# of Survey Orgs	# of Survey Incum bs	Base 50th
Patient Services Specialist 2	13.09	Medical Receptionist	386	\$19.42	104.2%	8	630	\$18.64
Pharmacist 2	7.05	Pharmacist	63	\$54.56	90.3%	11	536	\$60.40
Pharmacy Technician 1	7.02	Pharmacy Technician	107	\$19.85	87.4%	12	669	\$22.72
Phlebotomist	6.03	Phlebotomist	72	\$14.90	82.5%	10	388	\$18.06
Physical Therapist 2	1.23	Physical Therapist	24	\$38.39	89.3%	12	431	\$43.01
Physical Therapy Assistant 1	1.22	Physical Therapy Assistant	2	\$25.33	85.5%	11	98	\$29.61
Physician Assistant-Adv RN Practitioner	2.10a; 2.16a	Nurse Practitioner-General; Physician Assistant	54	\$49.18	96.1%	14	323	\$51.20
Polysomnographic Technologist	1.33	Polysomnographic Technologist (Registered)	0			8	74	\$32.86
Radiation Therapy Dosimetrist	1.29	Dosimetrist	5	\$66.59	104.4%	9	23	\$63.80
Radiation Therapy Technologist	1.28	Radiation Therapist	0			8	72	\$43.42
Registered Nurse 2	2.07a	RN - Acute Care	2,595	\$40.09	97.8%	10	9931	\$40.99
Rehabilitation Counselor 2*	1.24	Vocational Rehabilitation Counselor	6	\$34.42	104.2%	5	12	\$33.04
Respiratory Care Practitioner	1.17	Respiratory Care Practitioner (Registered)	109	\$33.25	97.7%	9	308	\$34.03
Social Worker 1	5.02	Social Worker - Master's	45	\$28.21	81.6%	11	341	\$34.56
Speech Pathologist/Audiologist Spec 1	1.18	Speech Language Pathologist	17	\$37.31	94.9%	11	183	\$39.32
Stockroom Attendant 2	9.1	Central Service Distribution Technician	44	\$16.80	93.3%	5	87	\$18.01
Surgical Technologist	2.2	Operating Room Technician	59	\$25.43	95.8%	11	421	\$26.56
Telephone Communications Operator-Hosp	13.08	Telephone Operator	22	\$16.34	91.4%	10	172	\$17.88
Therapeutic Recreator 1	1.25	Recreation Therapist	1	\$31.99	91.6%	6	15	\$34.94
Vascular Technologist	1.11	Vascular/Angiography Technologist-Special Procedures	16	\$40.40	96.3%	6	65	\$41.94

*Indicates job where insufficient data was available for the peer group, and an "all" Puget Sound cut was used.

MILLIMAN NORTHWEST HEALTH CARE SALARY SURVEY – PEER GROUP

EvergreenHealth
Group Health Cooperative
MultiCare Health System
Northwest Hospital & Medical Center
Overlake Hospital Medical Center
Providence Regional Medical Center Everett

Seattle Cancer Care Alliance
Seattle Children's
Swedish/Edmonds
Swedish Medical Center
Valley Medical Center
Virginia Mason Medical Center

MILLIMAN NORTHWEST HEALTH CARE SALARY SURVEY – ALL OTHER PARTICIPANTS

Ada County	InCyte Diagnostics	Peninsula Community Health Services	St. Luke's Health System
Adams County Public Hospital Dist. No. 2	Inland Imaging LLC	PMH Medical Center	State of Idaho
Adventist Medical Center	Inland Northwest Blood Center	Premera Blue Cross	State of Oregon
Asante	International Community Health Services (ICHS)	Proliance Surgeons, Inc.	The Center
Bastyr University	Island Hospital	Providence Health System Oregon	The Corvallis Clinic, P.C.
Bay Area Hospital	Kadlec Regional Medical Center	Providence Holy Family Hospital	The Doctors Clinic
Benaroya Research Institute	Kaiser Permanente	Providence Mount Carmel Hospital	The Everett Clinic
Bend Memorial Clinic PC	Kindred Hospital Seattle	Providence Regional Medical Center Everett	The Oregon Clinic
Benewah Medical & Wellness Center	King County	Providence Sacred Heart Medical Center	The Polyclinic
CareOregon, Inc.	Klickitat Valley Health	Providence St. Joseph's Hospital	The Vancouver Clinic
Cascade Health Solutions	Kootenai Health	Providence St. Mary Medical Center	Tri-Cities Cancer Center
Cascade Medical Center	Laboratory Corporation of America	Providence St. Peter Hospital	Tri-Cities Community Health
Cascade Valley Hospital and Clinics	Lake Chelan Community Hospital	Puget Sound Blood Center	Trios Health
CellNetix Pathology & Laboratories	Legacy Health	Puget Sound Gastroenterology	Tuality Healthcare
CellNetix Pathology & Laboratories (Spokane)	Lincoln Hospital District #3	Pullman Regional Hospital	University Medical Group
Center for Diagnostic Imaging	Lourdes Health Network	Qualis Health	University of Washington Physicians
Central Oregon Radiology Associates, P.C.	Mason General Hospital	Quincy Valley Medical Center	UW Neighborhood Clinics
Central Washington Hospital / Confluence Health	Mercy Medical Center - Roseburg	Radia Inc., PS	VA Medical Center - Boise
Columbia Basin Health Association	Metropolitan Pediatrics, LLC	Rebound Orthopedics & Neurosurgery	VA Medical Center - Portland
Columbia County Health System	Mid-Columbia Medical Center	Regional Hospital for Respiratory and Complex Care	VA Medical Center - Spokane
Columbia Medical Associates	Moses Lake Community Health Center	Rockwood Clinic PS	VA Medical Center - Walla Walla
Columbia Memorial Hospital	Neighborcare Health	SAIF Corporation	Valley General Hospital
Columbia United Providers	Newport Hospital and Health Services	Saint Alphonsus Medical Center - Baker City	Walla Walla General Hospital
Columbia Valley Community Health	Northwest Eye Surgeons	Saint Alphonsus Medical Center - Nampa	Washington Poison Center
Community Health Center of Snohomish County	Northwest Kidney Centers	Saint Alphonsus Medical Center - Ontario	West Valley Medical Center
Country Doctor Community Health Centers	Northwest Pathology Services, LLC	Saint Alphonsus Regional Medical Center - Boise	Whidbey General Hospital
CRISTA Ministries	Northwest Radiologists	Salem Health	Whitman Hospital & Medical Center
Edmonds Family Medicine Clinic	Olympic Medical Center	Samaritan Health Services	Willamette Dental Group - Portland
EPIC Imaging, PC	Olympic Physical Therapy	Samaritan Healthcare (Moses Lake)	Willamette Dental Group - Puget Sound
Eye & Ear Clinic of Wenatchee	Oregon Health & Science University	Shriners Hospital for Children - Portland	Willamette Valley Medical Center
EyeHealth Northwest	Oregon Imaging Centers	Shriners Hospitals for Children Spokane	Willapa Harbor Hospital
Franciscan Health System	Oregon Medical Group	Silverton Health	Women's Healthcare Associates, LLC
Frontier Behavioral Health	Oregon Reproductive Medicine	Skagit Regional Health	Yakima Neighborhood Health Services
Garfield County Hospital District	Pacific Medical Centers	Sky Lakes Medical Center	Yakima Regional Medical & Cardiac Center
Grays Harbor Community Hospital	Pacific Vascular, Inc.	Slocum Center for Orthopedics and Sports Medicine	Yakima Valley Farm Workers Clinic
Gritman Medical Center	PeaceHealth – Bellingham	Snoqualmie Valley Hospital & Clinics	Yakima Valley Memorial Hospital
Harrison Medical Center	PeaceHealth – Eugene	St. Charles Health System	
HealthPoint	PeaceHealth – Vancouver	St. Joseph Regional Medical Center (Lewiston)	