

**SEIU Local 1199NW - Research RNs and Hall Health Nurses
Current and Proposed Pay Ranges**

Pay Range Summary

Status	Job Code	Job Title	State JC	Total FTE	Pay Table	Pay Range	# Steps on Range	Pay Range Minimum (monthly)	Pay Range Maximum (monthly)	OT Eligible
Current - CNU	6210	REGISTERED NURSE 1 - Research	285J	3.1	C3	2	23	\$4,321	\$7,325	N
UW Proposed	XXXX	REGISTERED NURSE 1 - Research	-		BR	1	29	\$4,338	\$7,805	N
1199NW Proposal	XXXX	REGISTERED NURSE 1 - Research	-		BR	2	29	\$4,690	\$8,438	N
Current - CNU	6211	REGISTERED NURSE 2 - Research	285K	28.6	C3	3	23	\$4,667	\$7,911	N
UW Proposed	XXXX	REGISTERED NURSE 2 - Research	-		BR	2	29	\$4,690	\$8,438	N
1199NW Proposal	XXXX	REGISTERED NURSE 2 - Research	-		BR	3	29	\$5,065	\$9,113	N
Current - CNU	6230	REGISTERED NURSE 2	285F	6.7	C3	2	23	\$4,321	\$7,325	N
UW Proposed	XXXX	REGISTERED NURSE 2 - Hall Health	-		BR	1	29	\$4,338	\$7,805	N
1199NW Proposal	XXXX	REGISTERED NURSE 2 - Hall Health	-		BR	2	29	\$4,690	\$8,438	N
Current - CNU	6231	REGISTERED NURSE 3	285G	1	C3	3	23	\$4,667	\$7,911	N
UW Proposed	XXXX	REGISTERED NURSE 3 - Hall Health	-		BR	2	29	\$4,690	\$8,438	N
1199NW Proposal	XXXX	REGISTERED NURSE 3 - Hall Health	-		BR	3	29	\$5,065	9113	N

**SEIU Local 1199NW - Research RNs and Hall Health Nurses
Current and Proposed Pay Ranges**

Pay Range Detail

REGISTERED NURSE 1 - RESEARCH

Salary Steps in Range

Status	Job Code	Pay Table	Pay Range	Salary Steps in Range																													
				A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	
Current - UW	6210	C3	2	\$4,321	\$4,511	\$4,702	\$4,895	\$5,089	\$5,279	\$5,473	\$5,665	\$5,858	\$6,046	\$6,241	\$6,241	\$6,432	\$6,432	\$6,496	\$6,813	\$6,813	\$6,813	\$7,017	\$7,017	\$7,217	\$7,217	\$7,325							
UW Proposal	XXXX	BR	1	\$4,338	\$4,530	\$4,722	\$4,915	\$5,111	\$5,300	\$5,497	\$5,690	\$5,882	\$6,071	\$6,268	\$6,358	\$6,459	\$6,493	\$6,524	\$6,841	\$6,909	\$6,968	\$7,045	\$7,045	\$7,247	\$7,247	\$7,355	\$7,355	\$7,503	\$7,503	\$7,653	\$7,653	\$7,805	
1199NW Proposal	XXXX	BR	2	\$4,690	\$4,897	\$5,105	\$5,314	\$5,525	\$5,730	\$5,943	\$6,152	\$6,359	\$6,564	\$6,776	\$6,873	\$6,983	\$7,019	\$7,053	\$7,396	\$7,469	\$7,533	\$7,617	\$7,617	\$7,834	\$7,834	\$7,952	\$7,952	\$8,111	\$8,111	\$8,273	\$8,273	\$8,438	

REGISTERED NURSE 2 - RESEARCH

Status	Job Code	Pay Table	Pay Range	Salary Steps in Range																													
				A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	
Current - UW	6211	C3	3	\$4,667	\$4,872	\$5,078	\$5,287	\$5,496	\$5,701	\$5,911	\$6,118	\$6,327	\$6,530	\$6,740	\$6,740	\$6,947	\$6,947	\$7,016	\$7,358	\$7,358	\$7,358	\$7,578	\$7,578	\$7,794	\$7,794	\$7,911							
UW Proposal	XXXX	BR	2	\$4,690	\$4,897	\$5,105	\$5,314	\$5,525	\$5,730	\$5,943	\$6,152	\$6,359	\$6,564	\$6,776	\$6,873	\$6,983	\$7,019	\$7,053	\$7,396	\$7,469	\$7,533	\$7,617	\$7,617	\$7,834	\$7,834	\$7,952	\$7,952	\$8,111	\$8,111	\$8,273	\$8,273	\$8,438	
1199NW Proposal	XXXX	BR	3	\$5,065	\$5,289	\$5,513	\$5,739	\$5,967	\$6,188	\$6,418	\$6,644	\$6,868	\$7,089	\$7,318	\$7,423	\$7,542	\$7,581	\$7,617	\$7,988	\$8,067	\$8,136	\$8,226	\$8,226	\$8,461	\$8,461	\$8,588	\$8,588	\$8,760	\$8,760	\$8,935	\$8,935	\$9,113	

REGISTERED NURSE 2 - Hall Health

Status	Job Code	Pay Table	Pay Range	Salary Steps in Range																													
				A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	
Current - UW	6230	C3	2	\$4,321	\$4,511	\$4,702	\$4,895	\$5,089	\$5,279	\$5,473	\$5,665	\$5,858	\$6,046	\$6,241	\$6,241	\$6,432	\$6,432	\$6,496	\$6,813	\$6,813	\$6,813	\$7,017	\$7,017	\$7,217	\$7,217	\$7,325							
UW Proposal	XXXX	BR	1	\$4,338	\$4,530	\$4,722	\$4,915	\$5,111	\$5,300	\$5,497	\$5,690	\$5,882	\$6,071	\$6,268	\$6,358	\$6,459	\$6,493	\$6,524	\$6,841	\$6,909	\$6,968	\$7,045	\$7,045	\$7,247	\$7,247	\$7,355	\$7,355	\$7,503	\$7,503	\$7,653	\$7,653	\$7,805	
1199NW Proposal	XXXX	BR	2	\$4,690	\$4,897	\$5,105	\$5,314	\$5,525	\$5,730	\$5,943	\$6,152	\$6,359	\$6,564	\$6,776	\$6,873	\$6,983	\$7,019	\$7,053	\$7,396	\$7,469	\$7,533	\$7,617	\$7,617	\$7,834	\$7,834	\$7,952	\$7,952	\$8,111	\$8,111	\$8,273	\$8,273	\$8,438	

REGISTERED NURSE 3 - Hall Health

Status	Job Code	Pay Table	Pay Range	Salary Steps in Range																													
				A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	
Current - UW	6231	C3	3	\$4,667	\$4,872	\$5,078	\$5,287	\$5,496	\$5,701	\$5,911	\$6,118	\$6,327	\$6,530	\$6,740	\$6,740	\$6,947	\$6,947	\$7,016	\$7,358	\$7,358	\$7,358	\$7,578	\$7,578	\$7,794	\$7,794	\$7,911							
UW Proposal	XXXX	BR	2	\$4,690	\$4,897	\$5,105	\$5,314	\$5,525	\$5,730	\$5,943	\$6,152	\$6,359	\$6,564	\$6,776	\$6,873	\$6,983	\$7,019	\$7,053	\$7,396	\$7,469	\$7,533	\$7,617	\$7,617	\$7,834	\$7,834	\$7,952	\$7,952	\$8,111	\$8,111	\$8,273	\$8,273	\$8,438	
1199NW Proposal	XXXX	BR	3	\$5,065	\$5,289	\$5,513	\$5,739	\$5,967	\$6,188	\$6,418	\$6,644	\$6,868	\$7,089	\$7,318	\$7,423	\$7,542	\$7,581	\$7,617	\$7,988	\$8,067	\$8,136	\$8,226	\$8,226	\$8,461	\$8,461	\$8,588	\$8,588	\$8,760	\$8,760	\$8,935	\$8,935	\$9,113	

NOTE: Actual step values at implementation may differ slightly due to rounding methodology used in the official calculation of new pay table ranges. Values provided are approximate.

**Market Data for REGISTERED NURSE 2
at Hall Health (HH)**

	Job Title	HH Head count	Avg Proposed Increase	Resulting HH Avg Base Pay	Proposed Range Midpoint	Milliman Job Code	Milliman Benchmark Job Title	# of Survey Orgs	# of Survey Incumbents	Mkt Base 50th	HH/Mkt 50th	Proposed Range MP/Mkt 50th
UW Proposal	REGISTERED NURSE 2 -	10	0.6%	\$40.13	\$37.64	HC 2.07b	RN - Clinic	22	1634	\$37.41	107.3%	100.6%
1199NW Proposal	Hall Health		8.8%	\$43.39	\$40.69						116.0%	108.8%

Source: 2014 Milliman NW Health Care Salary Survey

Table Definitions

HH Headcount: The number of incumbents in the job title at Hall Health

Resulting HH Avg Base Pay: The average full-time equivalent pay of Hall Health employees in the job title if the proposal is implemented

Proposed Range Midpoint: The median value of the proposed pay range (step "O" on the BR Pay Table)

of Survey Orgs/Incumbents: The number of responding organizations/employees that matched this benchmark

Mkt Base 50th: The median value at which 50% of organizations pay below and 50% pay above

HH/Mkt 50th: The ratio of Resulting HH Avg Base Pay to the market 50th percentile

Proposed Range MP/Mkt 50th: The ratio of the proposed range median to the market 50th percentile

Milliman Benchmark Description

HC 2.07b, RN - Clinic: Provides technical assistance to physicians in the outpatient management and care of patients. Takes brief history of patient, and makes physical assessment of patient's condition. Triage patient telephone requests. Counsels patients. Calls in pharmacy refills. Requires graduation from an accredited school of nursing and current state licensure. Previous nursing experience in a medical office setting is preferred.

Matching Organizations

Community Health Center of Snohomish County	King County	Swedish Medical Center
Country Doctor Community Health Centers	MultiCare Health System	The Doctors Clinic
Edmonds Family Medicine Clinic	Neighborcare Health	The Everett Clinic
EvergreenHealth	Northwest Hospital & Medical Center	The Polyclinic
Franciscan Health System	Overlake Hospital Medical Center	UW Neighborhood Clinics
Group Health Cooperative	Pacific Medical Centers	Virginia Mason Medical Center
HealthPoint	Puget Sound Gastroenterology	
International Community Health Services (ICHS)	Seattle Cancer Care Alliance (Fred Hutchinson)	

Notes: 1/1/14 survey data aged to 5/1/14 (5 months) using annual aging factor of 2.4% ; salary data is as of 4/15/14 and employee-weighted.

Market Data for REGISTERED NURSE 2 - RESEARCH (RN2-R)

	Job Title	RN2-R Head Count	Avg Proposed Increase	Resulting RN2-R Avg Base Pay	Proposed Range MP	Milliman Job Code	Milliman Benchmark Job Title	# of Survey Orgs	# of Survey Incumbts	Mkt Base 50th	RN2-R/Mkt 50th	Proposed Range MP/Mkt 50th
UW Proposal	REGISTERED NURSE 2 - RESEARCH	35	0.7%	\$43.95	\$40.69	HC 2.08	Research Registered Nurse	9	34	\$43.59	100.8%	93.3%
1199NW Proposal			8.8%	\$47.47	\$43.94						108.9%	100.8%

Source: 2014 Milliman NW Health Care Salary Survey

Table Definitions

RN2-R Headcount: The number of incumbents in the REGISTERED NURSE 2 - RESEARCH role

Resulting RN2-R Avg Base Pay: The average full-time equivalent pay of employees in the job title if the proposal is implemented

Proposed Range MP: The median value of the proposed pay range (step "O" on the BR Pay Table)

of Survey Orgs/Incumbts: The number of responding organizations/employees that matched this benchmark

Mkt Base 50th: The median value at which 50% of organizations pay below and 50% pay above

RN2-R/Mkt 50th: The ratio of Resulting RN2-R Avg Base Pay to the market 50th percentile

Proposed Range MP/Mkt 50th: The ratio of the proposed range median to the market 50th percentile

Milliman Benchmark Description

HC 2.08, Research Registered Nurse: Implements research protocols with human subjects including providing treatments, procedures, etc. gathering data, and participating in the analysis of the data. Typically requires RN licensure, several years experience and exposure to research practices which is usually obtained in a bachelor's / master's level nursing curriculum.

Matching Organizations

Benaroya Research Institute
Franciscan Health System
Group Health Cooperative

MultiCare Health System
Overlake Hospital Medical Center
Puget Sound Blood Center

Seattle Children's Hospital
Swedish Medical Center
Virginia Mason Medical Center

Notes: 1/1/14 survey data aged to 5/1/14 (5 months) using annual aging factor of 2.4% ; salary data is as of 4/15/14 and employee-weighted.