

# University of Washington

## Classified Staff Compensation Study Health Care and Non-Health Care Positions

September 2012

*Data Effective as of July 1, 2012*

Prepared by UW Human Resources Compensation Office  
Using Purchased Salary Survey Information from Milliman



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# **Section 1**

# **General Survey Information**

## **Health Care**

# Methodology – Health Care

- UWHR Compensation staff matched benchmarks to Milliman’s Northwest Health Care Survey (NWHC Survey).
- UWHR Compensation staff extracted survey data from NWHC Survey.
  - ✓ University’s selected peer groups
  - ✓ Data collected from peer group where possible
  - ✓ Entire survey database used where peer group data was unavailable
- Where additional data was needed, Milliman’s Puget Sound Regional Salary Survey, Milliman’s Washington Public Employers Survey, Higher Education Custom Survey (shown as HC Custom on lists), and/or Kenexa On-line Survey Analyst were used.
- Sixty-five jobs were included.



# NW Health Care Survey Peers

- Children's Hospital & Regional Medical Center\*
- Evergreen Healthcare\*
- Group Health Cooperative
- MultiCare Health System
- Northwest Hospital & Medical Center\*
- Overlake Hospital Medical Center\*
- Providence Everett Medical Center
- Seattle Cancer Care Alliance (Fred Hutch)\*
- Swedish-Edmonds Medical Center (previously Stevens Health Care)
- Swedish Medical Center\*
- Valley Medical Center\*
- Virginia Mason Medical Center

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



# UW Health Care Benchmark Titles

- Anesthesiology Technician 2\*
- Biomedical Electronics Technician 2
- Cardiac Monitor Technician
- Cardiac Technologist
- Clinic Cytogenetic Technologist
- Clinical Data Specialist - Coder
- Clinical Laboratory Technician 2
- Clinical Technologist 2
- Cytology Technologist 2
- Dental Assistant 1
- Dental Hygienist
- 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
- Health Physicist 2
- Histologic Technician 2
- Hospital Assistant
- Hospital Central Services Technician 1
- Imaging Technologist\*
- Imaging Technologist-Angiography
- Imaging Technologist-Comp Tomo\*
- Imaging Technologist-Mag Res Imaging\*
- Imaging Technologist-Mammo\*
- Licensed Practical Nurse
- Medical Assistant
- Medical Interpreter 1
- Medical Transcriptionist 2
- Mental Health Practitioner
- Mental Health Specialist 2
- Nuclear Medical Technologist 1\*
- Occupational Therapist 1
- Occupational Therapy Assistant 2
- Ophthalmic Technician 2
- Orthopaedic Technician I
- Orthotics-Prosthetics Practitioner
- Patient Financial Services Specialist 2
- Patient Services Rep Coordinator
- Patient Services Specialist 2
- Pharmacist 2
- Pharmacy Technician 1
- Phlebotomist
- Phys Asst-Adv RN Practitioner
- Physical Therapist 2
- Physical Therapy Assistant 1
- Polysomnographic Technologist
- Psychometrist 2
- Radiation Therapy Dosimetrist
- Radiation Therapy Technologist
- Registered Nurse 2
- Rehabilitation Counselor 2
- Respiratory Care Practitioner
- Social Worker 1
- Social Worker 1-Academic Medical Centers
- Speech Pathologist/Audiologist Spec 1
- Surgical Technologist
- Telephone Communications Operator-Hosp
- Therapeutic Recreator 1
- Vascular Technologist

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

Prepared by: UWHR Compensation

Presented September 20, 2012



# Findings – Health Care

## Major findings are similar to those reported by Milliman in the 2010 UW Classified Staff Salary Survey:

- On balance, most of the University's pay is closely aligned with the market 50<sup>th</sup> percentile.
- Negotiated salary adjustments implemented as part of the 2009-2011 contracts and approved health care special pay requests for selected health care professional/technical jobs have resulted in more closely aligning higher paid jobs with the 50<sup>th</sup> percentile of the 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.
- Detailed summaries of the market data can be found on the pages that follow.

Note: 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.

# Definitions

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

## Graph

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

**Base Salary:** Value of the job based on UW salary level

## Tables

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

**UW/Mkt 50<sup>th</sup>:** The ratio of University average pay to the market 50<sup>th</sup> percentile

**# of Orgs:** The number of organizations that matched this benchmark

**# of Incumb:** The number of incumbents in the position across all matching organizations

**Base 50<sup>th</sup>:** The value at which 50% of organizations pay below and 50% pay above



# Base Pay Comparison - Health Care Jobs



Prepared by: UWHR Compensation  
Presented September 20, 2012



# Health Care Survey Data

UW Job Title	Milliman Job Code(s)	Survey Job Title	UW Head count	UW Avg Base Pay	UW/Mkt 50th	# of Survey Orgs	# of Survey Incumbents	Base 50th
Anesthesiology Technician 2*	HC 2.14	Anesthesia Technician	29	\$25.36	101.8%	7	57	\$24.91
Biomedical Electronics Technician 2	HC 9.02	Biomedical Technician	14	\$28.71	85.9%	8	43	\$33.42
Cardiac Monitor Technician	HC 2.25	Telemetry / Monitor Technician	15	\$18.46	94.1%	7	165	\$19.61
Cardiac Technologist	HC 1.09	Cardiovascular Technologist	3	\$29.87	79.8%	7	58	\$37.44
Clinic Cytogenetic Technologist	HC 6.08	Cytogenetic Technologist	8	\$29.58	98.7%	7	53	\$29.97
Clinical Data Specialist - Coder	HC 11.03	Registered Health Information Tech/Coder (RHIT)	14	\$22.61	87.3%	10	107	\$25.90
Clinical Laboratory Technician 2	HC 6.06	Lab Assistant (Clinical)	45	\$21.09	85.2%	8	100	\$24.76
Clinical Technologist 2	HC 6.05	Medical Technologist (ASCP)	60	\$33.29	97.5%	11	408	\$34.13
Cytology Technologist 2	HC 6.07	Cytotechnologist	3	\$41.87	100.4%	7	48	\$41.69
Dental Assistant 1	HC 1.34	Dental Assistant	7	\$15.96	87.4%	7	139	\$18.27
Dental Hygienist	HC 1.35	Dental Hygienist	6	\$42.93	108.9%	6	15	\$39.41
Diagnostic Medical Sonographer*	HC 1.07	Ultrasonographer	2	\$39.01	100.6%	8	132	\$38.79
Dialysis/Pheresis Technician	HC 1.3	Dialysis/Pheresis Technician	6	\$25.06	121.8%	9	87	\$20.57
Dietary Unit Clerk	HC 10.05	Dietetic Assistant	29	\$14.78	89.6%	5	71	\$16.50
Dietitian 1	HC 10.07	Dietitian - (Registered)	4	\$27.36	89.6%	12	110	\$30.52
Electrocardiograph Technician 1	HC 1.13	EKG Technician	1	\$14.01	68.0%	6	44	\$20.61
Electroneurodiagnostic Technologist 2	HC 1.06	EEG Technician	7	\$28.02	104.0%	8	16	\$26.93
Financial Services Counselor	HC 12.03	Financial Counselor	0	\$19.74	87.7%	10	85	\$22.51
Genetics Counselor 1	HC 1.27	Genetics Counselor	1	\$32.01	92.6%	6	16	\$34.57
Health Care Specialist	HC 2.10a & 2.16a	Physician Assistant	46	\$47.95	97.0%	16	264	\$49.43
Health Information Technician 1	HC 11.02	Medical Records Clerk	6	\$16.07	95.5%	9	154	\$16.83
Health Physicist 2	HC Custom	Health Physicist	0	\$26.75	85.7%	13	37	\$31.23
*Indicates select group of hospitals used for imaging and nuclear medicine job comparisons.								



# Health Care Survey Data

UW Job Title	Milliman Job Code(s)	Survey Job Title	UW Head count	UW Avg Base Pay	UW/Mkt 50th	# of Survey Orgs	# of Survey Incumbts	Base 50th
Histologic Technician 2	HC 6.09a	Histologic Technician	2	\$24.74	87.5%	10	54	\$28.28
Hospital Assistant	HC 2.04	Nursing Assistant, Certified (CNA)	290	\$16.06	90.0%	12	1439	\$17.85
Hospital Central Services Technician 1	HC 9.09a	Central Service Technician	32	\$16.66	90.5%	9	141	\$18.41
Imaging Technologist	HC 1.03	Radiology Technologist (Registered)	76	\$31.23	105.4%	8	209	\$29.62
Imaging Technologist-Angiography*	HC 1.11	Angiography Technician	28	\$38.07	93.8%	6	49	\$40.60
Imaging Technologist-Comp Tomo*	HC 1.01	Computed Tomography Technologist (CT Tech)	51	\$37.10	98.7%	8	107	\$37.58
Imaging Technologist-Mag Res Imaging*	HC 1.02	MRI Technologist	25	\$41.73	99.2%	8	68	\$42.05
Imaging Technologist-Mammo*	HC 1.04	Mammo Technologist	2	\$39.12	101.7%	7	85	\$38.45
Licensed Practical Nurse	HC 2.06b	LPN - Clinics	3	\$22.14	91.0%	17	611	\$24.32
Medical Assistant	HC 2.01	Medical Assistant (Certified)	244	\$17.85	93.7%	12	972	\$19.06
Medical Interpreter 1	HC 13.14	Medical Interpreter	48	\$21.14	104.2%	11	74	\$20.28
Medical Transcriptionist 2	HC 11.01	Transcriptionist	51	\$19.83	89.7%	8	88	\$22.11
Mental Health Practitioner	HC 5.05	Mental Health Practitioner	36	\$27.67	80.1%	9	106	\$34.56
Mental Health Specialist 2	HC 5.06	Mental Health Specialist	41	\$19.25	82.3%	7	72	\$23.38
Nuclear Medical Technologist 1*	HC 1.05	Nuclear Medicine Technologist	0	\$37.74	89.1%	7	29	\$42.38
Occupational Therapist 1	HC 1.21	Occupational Therapist (Registered)	11	\$33.76	86.7%	10	221	\$38.92
Occupational Therapy Assistant 2	HC 1.2	Occupational Therapy Assistant (Certified)	3	\$25.44	99.6%	5	13	\$25.53
Ophthalmic Technician 2	HC 8.01b	Ophthalmic Technician	13	\$24.54	92.6%	7	38	\$26.50
Orthopaedic Technician I	HC 1.31	Orthopedic (Cast) Technician	2	\$20.48	88.2%	8	46	\$23.22
Orthotics-Prosthetics Practitioner	Kenexa (HC07000196)	Orthotist-Prosthetist	6	\$34.77	92.1%	20	60	\$37.74
Patient Financial Services Specialist 2	HC 12.01/12.04	Patient Account Rep/Collections Counselor	250	\$18.54	98.1%	27	451	\$18.90
Patient Services Rep Coordinator	HC 13.1	Patient Appointment Coordinator	5	\$19.18	98.2%	6	336	\$19.53
*Indicates select group of hospitals used for imaging and nuclear medicine job comparisons.								

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Presented September 20, 2012



# Health Care Survey Data

UW Job Title	Milliman Job Code(s)	Survey Job Title	UW Head count	UW Avg Base Pay	UW/Mkt 50th	# of Survey Orgs	# of Survey Incumbents	Base 50th
Patient Services Specialist 2	HC 12.11	Patient Services Specialists	384	\$18.53	100.2%	10	541	\$18.50
Pharmacist 2	HC 7.05	Pharmacist	50	\$54.43	94.0%	11	411	\$57.89
Pharmacy Technician 1	HC 7.02	Pharmacy Technician	115	\$19.21	87.2%	12	387	\$22.04
Phlebotomist	HC 6.03	Phlebotomist	68	\$13.96	81.0%	10	330	\$17.24
Phys Asst-Adv RN Practitioner	HC 2.10a & 2.16a	Physician Assistant	58	\$48.93	99.0%	16	264	\$49.43
Physical Therapist 2	HC 1.23	Physical Therapist	25	\$36.23	89.4%	12	421	\$40.52
Physical Therapy Assistant 1	HC 1.22	Physical Therapy Assistant	2	\$22.51	80.2%	10	76	\$28.07
Polysomnographic Technologist	HC 1.33	Polysomnographic Technologist (Registered)	1	\$30.76	95.2%	8	58	\$32.30
Psychometrist 2	HC Custom	Psychometrist	4	\$22.10	81.2%	5	13	\$27.23
Radiation Therapy Dosimetrist	HC 1.29	Dosimetrist	5	\$64.32	108.3%	8	22	\$59.37
Radiation Therapy Technologist	HC 1.28	Radiation Therapist	0	\$36.63	86.9%	8	75	\$42.16
Registered Nurse 2	HC 2.07a	RN - Acute Care	2601	\$38.14	97.5%	11	9664	\$39.12
Rehabilitation Counselor 2	HC 1.24	Vocational Rehabilitation Counselor	5	\$33.06	117.7%	7	28	\$28.10
Respiratory Care Practitioner	HC 1.17	Respiratory Care Practitioner (Registered)	109	\$31.66	93.9%	9	283	\$33.72
Social Worker 1	HC 5.02	Master of Social Work	35	\$27.03	81.0%	11	267	\$33.35
Social Worker 1-Academic Medical Centers	HC 5.02	Master of Social Work	7	\$28.49	85.4%	11	267	\$33.35
Speech Pathologist/Audiologist Spec 1	HC 1.18	Speech Language Pathologist	20	\$36.89	98.9%	11	178	\$37.29
Surgical Technologist	HC 2.2	Operating Room Technician	71	\$24.03	95.2%	10	247	\$25.24
Telephone Communications Operator-Hosp	HC 13.08	Sw itchboard Operator	22	\$15.53	93.2%	15	208	\$16.67
Therapeutic Recreator 1	HC 1.25	Recreation Therapist	0	\$28.56	89.5%	7	22	\$31.90
Vascular Technologist	HC 1.11b	Vascular Technologist	14	\$37.51	92.4%	6	49	\$40.60
*Indicates select group of hospitals used for imaging and nuclear medicine job comparisons.								

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# **Section 2**

## **General Survey Information**

### **Non-Health Care**

# Methodology – Non-Health Care

- UWHR Compensation staff matched benchmarks to one or more of Milliman’s local/regional surveys.
  - ✓ Puget Sound Regional Salary Survey (PSR),
  - ✓ Washington Public Employers Survey (WPE), and/or
  - ✓ Northwest Health Care Survey (NWHC)
- A selected group of employers was targeted from each survey (lists are included on the following pages).
- Custom Higher Education survey included four benchmarks (shown as HE Custom on lists).
- Forty-eight jobs were included.

# Puget Sound Regional Participants (all participants)

## **BANKING / INSURANCE**

- BECU <sup>A B</sup>
- Kitsap Credit Union <sup>B</sup>
- Laird Norton Tyee
- Mutual of Enumclaw Insurance Company <sup>A B</sup>
- PEMCO <sup>A B</sup>
- Premera Blue Cross <sup>A B</sup>
- Seattle Bank
- Symetra Financial <sup>A B</sup>
- Washington State Employees Credit Union <sup>A B</sup>
- Woodstone Credit Union

## **DISTRIB / WHOLESALE / RETAIL**

- Airphone Corporation
- Brooks Sports, Inc. <sup>B</sup>
- Coinstar <sup>A B</sup>
- Cutter & Buck Inc. <sup>B</sup>
- Eddie Bauer, Inc. <sup>A B</sup>
- Gensco Inc. <sup>B</sup>
- Nordstrom, Inc. <sup>A B</sup>
- Recreational Equipment, Inc. (REI) <sup>A B</sup>
- Rena Ware International, Inc.
- Savers, Inc. <sup>A B</sup>
- Starbucks Coffee Company <sup>A B</sup>
- Ste. Michelle Wine Estates <sup>A B</sup>
- Tommy Bahama Group Inc. <sup>A B</sup>
- Toysmith
- Univar USA Inc. <sup>A B</sup>
- WCP Solutions <sup>B</sup>
- Wireless Advocates <sup>A B</sup>

## **ELECTRONICS / TECHNOLOGY**

- Astronics AES <sup>B</sup>
- Avtech Tyee <sup>B</sup>
- Korry Electronics Co. /Esterline Technologies <sup>A B</sup>
- MicroConnex Corporation
- Microsoft Corporation <sup>A B</sup>
- Physio-Control, Inc.,  
a division of Medtronic <sup>A B</sup>
- Spacelabs Healthcare LLC <sup>A B</sup>

## **GOVERNMENT / EDUCATION**

- Bastyr University <sup>A B</sup>
- City of Redmond <sup>A B</sup>
- City of SeaTac
- City of Seattle <sup>A B</sup>
- City of Tacoma /  
Tacoma Public Utilities <sup>A B</sup>
- City University of Seattle <sup>B</sup>
- Committee for Children
- King County Library System <sup>A B</sup>
- Lakeside School <sup>B</sup>
- Pacific Lutheran University <sup>A B</sup>
- Pierce County <sup>A B</sup>
- Port of Everett
- Port of Seattle <sup>A B</sup>
- Port of Tacoma <sup>B</sup>
- Seattle Housing Authority <sup>A B</sup>
- Seattle Pacific University <sup>A B</sup>
- Seattle University <sup>A B</sup>
- Sno-Isle Libraries <sup>B</sup>

## **GOVERNMENT / EDUCATION** (continued)

- State of Washington <sup>A B</sup>
- University of Washington
- Woodland Park Zoo <sup>B</sup>

## **HEALTH CARE**

- Cascade Valley Hospital and Clinics <sup>B</sup>
- Community Health Care <sup>B</sup>
- Community Health Center of Snohomish County <sup>B</sup>
- Emeritus Senior Living <sup>A B</sup>
- Evergreen Hospital Medical Center <sup>A B</sup>
- Franciscan Health System <sup>A B</sup>
- Fred Hutchinson Cancer  
Research Center <sup>A B</sup>
- Group Health Cooperative <sup>A B</sup>
- Harrison Medical Center <sup>A B</sup>
- HealthPoint <sup>B</sup>
- MultiCare Health System <sup>A B</sup>
- Northwest Hospital & Medical Center <sup>A B</sup>
- Overlake Hospital Medical Center <sup>A B</sup>
- Pacific Medical Centers <sup>A B</sup>
- Providence Regional Medical Center  
Everett <sup>A B</sup>
- Providence Washington /  
Regional Services <sup>A B</sup>
- Puget Sound Blood Center <sup>A B</sup>
- Qualis Health <sup>B</sup>
- Radia Inc., PS <sup>B</sup>
- Regional Hospital for Respiratory and  
Complex Care

# Puget Sound Regional Participants (all participants)

## HEALTH CARE (continued)

- Seattle Biomedical Research Institute<sup>B</sup>
- Seattle Children's<sup>A B</sup>
- SightLife
- Swedish Medical Center<sup>A B</sup>
- The Doctor's Clinic<sup>B</sup>
- The Everett Clinic<sup>A B</sup>
- The Polyclinic<sup>A B</sup>
- University of Washington Physicians<sup>B</sup>
- Valley General Hospital<sup>B</sup>
- Valley Medical Center<sup>A B</sup>
- Virginia Mason Medical Center<sup>A B</sup>

## MANUFACTURING

- Aerojet<sup>A B</sup>
- Algas-SDI International LLC
- Allpack Trojan<sup>B</sup>
- Concrete Technology Corporation
- Continental Mills, Inc.<sup>A B</sup>
- Exotic Metals Forming Company LLC<sup>A B</sup>
- GM Nameplate, Inc.<sup>B</sup>
- Green Diamond Resource Company<sup>A B</sup>
- Hartung Glass Industries<sup>B</sup>
- Helac Corporation<sup>B</sup>
- Homecare Products, Inc.
- Hytek Finishes Co./ Esterline Technologies Corporation<sup>B</sup>
- MacDonald-Miller Facility Solutions<sup>A B</sup>

## MANUFACTURING (continued)

- McFarland Cascade<sup>B</sup>
- Nabtesco Aeospace, Inc.
- PACCAR Inc<sup>A B</sup>
- Precision Machine Works, Inc. / PRV Aerospace
- Precor Incorporated<sup>A B</sup>
- The Seattle Times Company<sup>A B</sup>
- Toray Composites America, Inc.<sup>B</sup>
- UniSea, Inc.<sup>A B</sup>
- Weyerhaeuser Company<sup>A B</sup>
- Zetec, Inc.

## SERVICES

- AAA Washington<sup>A B</sup>
- Acucela Inc.
- Alaska Airlines, Inc.<sup>A B</sup>
- Allen Institute for Brain Science
- APA – The Engineered Wood Association
- Aviation Technical Services, Inc.<sup>A B</sup>
- Cell Therapeutics, Inc.
- Clark Nuber
- CRISTA Ministries<sup>A B</sup>
- Davis Wright Tremaine LLP<sup>A B</sup>
- FESCO Agencies N.A. Inc.
- Fisher Communications, Inc.<sup>A B</sup>
- Foster Pepper PLLC<sup>B</sup>
- GeoEngineers, Inc.<sup>B</sup>
- Gordon Thomas Honeywell LLP
- Harris Group, Inc.<sup>B</sup>

## SERVICES (continued)

- Hart Crowser, Inc.
- Holland America Line Inc.<sup>A B</sup>
- Horizon Air<sup>A B</sup>
- HRNovations
- KCTS Television
- Milliman, Inc.<sup>A B</sup>
- Moss Adams LLP<sup>A B</sup>
- NAES Corporation<sup>A B</sup>
- Pacific Science Center<sup>B</sup>
- Perkins Coie LLP<sup>A B</sup>
- Princess Cruises and Holland America Line<sup>B</sup>
- Seattle Theater Group<sup>A B</sup>
- Snohomish County PUD<sup>A B</sup>
- Sound Transit<sup>B</sup>
- Stoel Rives LLP<sup>A B</sup>
- The Daily Herald Company<sup>B</sup>
- Totem Ocean Trailer Express, Inc.
- Trinity ERD
- United Way of Pierce County
- Washington Capital Management, Inc.
- Washington State Bar Association
- Washington State Convention Center<sup>B</sup>
- World Vision U.S.<sup>A B</sup>
- YMCA of Greater Seattle<sup>A B</sup>

### 153 Total Participating Organizations

<sup>A</sup> = organization with > 500 employees (total = 78)  
<sup>B</sup> = organization with > 200 employees (total = 115)





# Washington Public Employers Region #1 - Puget Sound Area Participants

- City of Seattle
- City of Redmond
- City of Tacoma/Tacoma  
Public Utilities
- King County
- Pierce County
- Port of Everett
- Port of Seattle
- Seattle Housing Authority
- King County Library System
- Sno-Isle Libraries
- Sound Transit

# Custom Higher Education Survey Participants

- Boise State University
- Colorado State University
- Cornell University
- Duke University
- Indiana University
- Oregon Health & Science University
- Pennsylvania State University
- Rutgers University
- University of Cincinnati
- University of Colorado
- University of Hawaii-Manoa
- University of Iowa
- University of Kansas
- University of Miami
- University of Michigan
- University of New Mexico
- University of North Carolina-Chapel Hill
- University of Oregon
- University of Texas–Austin
- University of Utah
- Western Washington University



# UW Non-Health Care Benchmark Titles

- Accountant 2
- Animal Technician 2
- Buyer 2
- Carpenter
- Cashier 1
- Computer Operator 2
- Computer Support Analyst 2
- Control Technician
- Cook
- Copy Center Equipment Operator 2
- Custodian
- Data Entry Operator 3
- Drafting Technician 2
- Editor-Publications 2
- Electrician
- Electronics Technician 2
- Fiscal Technician 2
- Food Service Worker
- Gardener 2
- Graphic Designer/Illustrator
- Heavy Equipment Operator
- Human Resource Assistant Senior
- Industrial Hygienist 2
- Information Specialist 2
- Laboratory Technician 1
- Laboratory Technician 2
- Laundry Operator 1
- Legal Secretary
- Library Technician II
- Mail Rater
- Maintenance Mechanic 1
- Motor Equipment Mechanic
- Office Assistant 3
- Painter
- Photographer 2
- Plumber/Pipe/Steamfitter
- Police Dispatcher
- Recreation Coordinator 2
- Refrigeration Mechanic
- Research Technologist 2
- Secretary Senior
- Security Guard
- Stockroom Attendant 2
- Systems Analyst/Programmer 2
- Truck Driver 2
- Veterinary Specialist 3
- Warehouse Worker 2
- Welder-Fabricator



# Findings – Non-Health Care

## Major findings are similar to those reported by Milliman in the 2010 UW Classified Salary Survey:

- On balance, pay for these jobs tends to be near the 25<sup>th</sup> percentile of the market analyzed in this study.
- Position against market for the non-health care jobs is largely explained by the lack of market or annual across-the-board salary adjustments for these jobs since the last legislature-approved adjustments on July 1, 2008.
- Actual pay falls generally within a normal range\* around the market “trend” for most positions though a number of jobs are at or slightly below this normal range.
  - ✓ The 80% and 120% lines around the market trend line indicate a normal range for pay, depending on experience, performance, etc.
  - ✓ The market line reflects the “trend” of pay as job size increases.
- Detailed summaries of the market data can be found on the pages that follow.

Note: 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.

# Definitions

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

## Graph

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

**Base Salary:** Value of the job based on UW salary level

## Tables

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

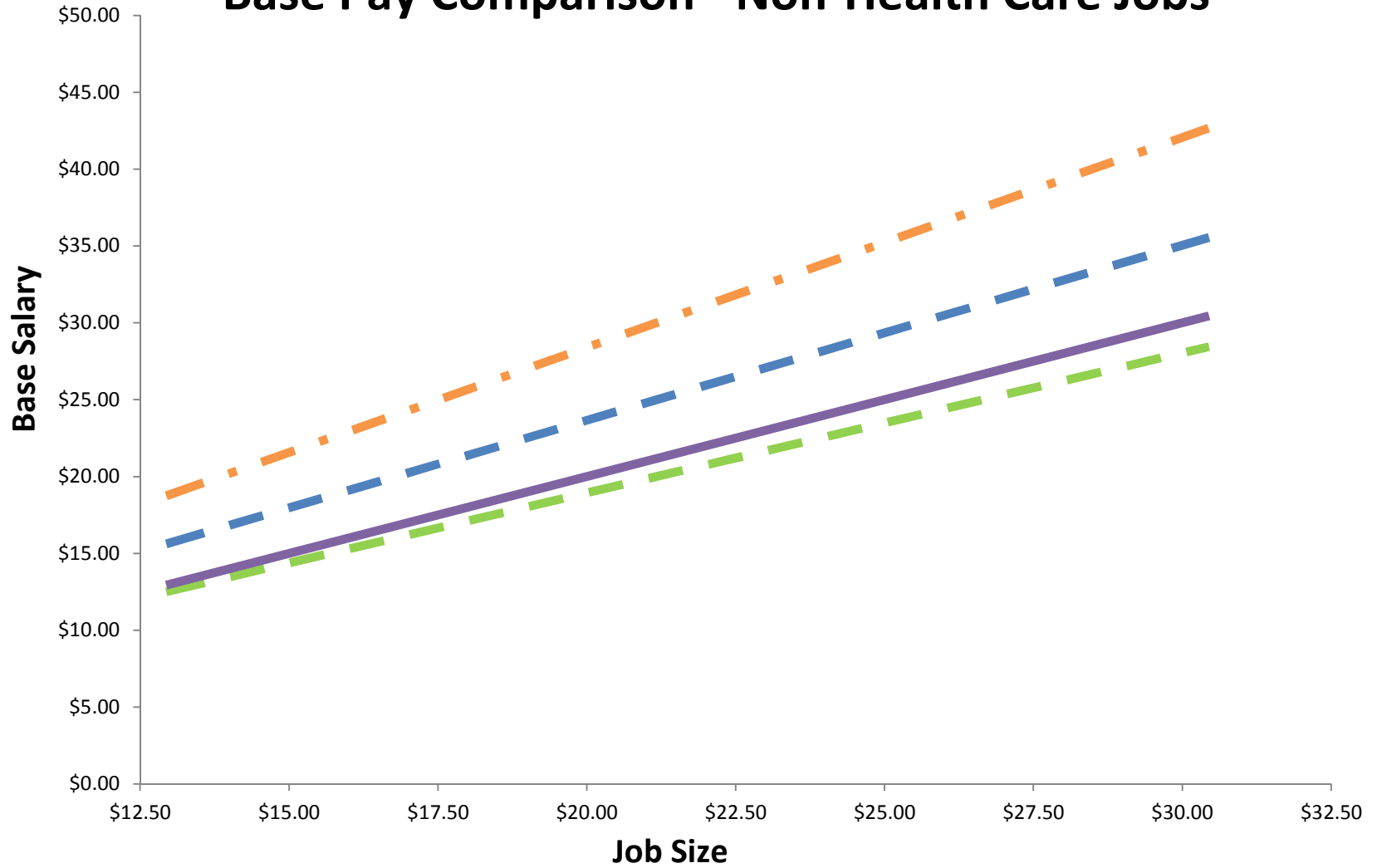
**UW/Mkt 50<sup>th</sup>:** The ratio of University average pay to the market 50<sup>th</sup> percentile

**# of Orgs:** The number of organizations that matched this benchmark

**# of Incumb:** The number of incumbents in the position across all matching organizations

**Base 50<sup>th</sup>:** The value at which 50% of organizations pay below and 50% pay above

# Base Pay Comparison - Non-Health Care Jobs



80%    Mkt 50th    120%    UW Base Salary

Prepared by: UWHR Compensation  
Presented September 20, 2012



# Non-Health Care Survey Data

UW Job Title	Survey Job Code(s)	Survey Job Title	UW Head count	UW Avg Base Pay	UW/Mkt 50th	# of Survey Orgs	# of Survey Incumbts	Base 50th
Accountant 2	PSR 2.02; MAN 1.06; WPE 2.03	Accountant	13	\$22.52	82.3%	159	1088	\$27.36
Animal Technician 2	HE Custom	Animal Technician	15	\$14.46	85.5%	18	265	\$16.91
Buyer 2	PSR 1.23; MAN 8.02b; HC 13.19; WPE 4.14	Buyer	3	\$22.82	87.9%	152	693	\$25.98
Carpenter	PSR 4.05; WPE 10.03a	Carpenter	27	\$23.06	73.7%	28	175	\$31.29
Cashier 1	HC 10.01	Food Service Cashier	11	\$14.75	86.6%	6	75	\$17.03
Computer Operator 2	PSR 3.04; WPE 3.15	Computer Operator	1	\$17.44	74.3%	17	43	\$23.48
Computer Support Analyst 2	PSR 3.24a	LAN Administrator	55	\$26.26	69.3%	14	40	\$37.91
Control Technician	WPE 10.03c	HVAC Engineer	30	\$29.05	90.5%	3	64	\$32.11
Cook	PSR 5.24; HC 10.04a	Cook	35	\$15.61	87.1%	39	553	\$17.92
Copy Center Equipment Operator 2	PSR 1.17	Copy Machine Operator	4	\$17.45	96.2%	11	19	\$18.13
Custodian	PSR 4.10a; HC 9.08; WPE 10.02	Custodian	606	\$14.61	94.4%	53	2908	\$15.48
Data Entry Operator 3	PSR 3.02	Data Entry Operator - Senior	4	\$16.03	78.7%	11	26	\$20.36
Drafting Technician 2	PSR 6.02	Drafter / CAD Operator - Senior	1	\$24.55	81.9%	10	26	\$29.98
Editor-Publications 2	PSR 5.03	Editor - Internal Publications	0	\$19.44	62.7%	8	11	\$31.00
Electrician	PSR 4.06; WPE 10.04	Electrician	38	\$28.96	85.9%	19	190	\$33.73
Electronics Technician 2	PSR 6.23	Instrument / Electronics Technician	1	\$21.71	97.1%	7	22	\$22.35
Fiscal Technician 2	PSR 2.05	Accounting Clerk	7	\$16.52	81.5%	53	381	\$20.27

Prepared by: UWHR Compensation  
Presented September 20, 2012



# Non-Health Care Survey Data

UW Job Title	Survey Job Code(s)	Survey Job Title	UW Head count	UW Avg Base Pay	UW/Mkt 50th	# of Survey Orgs	# of Survey Incumbents	Base 50th
Food Service Worker	PSR 5.25; HC 10.02	Food Service Worker	90	\$13.52	90.1%	29	968	\$15.01
Gardener 2	PSR 4.11	Gardener / Groundskeeper	36	\$18.81	89.8%	17	149	\$20.95
Graphic Designer/Illustrator	PSR 5.08	Artist / Illustrator	8	\$21.78	75.8%	17	39	\$28.73
Heavy Equipment Operator	WPE 10.10	Heavy / Construction Equipment Operator	2	\$26.65	88.8%	4	139	\$30.02
Human Resource Assistant Senior	PSR 7.02; WPE 5.01	Human Resources Assistant	4	\$21.43	96.2%	46	135	\$22.29
Industrial Hygienist 2	HE Custom	Industrial Hygienist	3	\$30.38	101.7%	17	112	\$29.87
Information Specialist 2	PSR 5.04	Writer - Internal Publications	3	\$19.90	77.2%	14	19	\$25.79
Laboratory Technician 1	HC 6.02	Lab Assistant/Technician	27	\$18.70	95.1%	6	53	\$19.66
Laboratory Technician 2	PSR 6.11	Lab Technician	12	\$16.21	83.7%	16	287	\$19.36
Laundry Operator 1	HC 9.07**	Laundry/Linen Worker	52	\$13.01	88.6%	11	84	\$14.69
Legal Secretary	PSR 1.06; WPE 8.01	Legal Secretary	3	\$20.01	79.5%	13	108	\$25.17
Library Technician II	PSR 5.17; WPE 9.01	Library Assistant	13	\$16.85	88.4%	13	68	\$19.07
Mail Rater	PSR 1.14	Mail Clerk	10	\$17.27	105.6%	33	79	\$16.36
Maintenance Mechanic 1	PSR 4.03	General Maintenance Mechanic	29	\$18.87	79.4%	31	193	\$23.77
Motor Equipment Mechanic	PSR 4.02a	Auto Fleet Mechanic	4	\$26.04	97.0%	8	28	\$26.85
Office Assistant 3	PSR 1.11; WPE 4.02	Office Clerk III	68	\$16.38	72.5%	21	570	\$22.60





# Non-Health Care Survey Data

UW Job Title	Survey Job Code(s)	Survey Job Title	UW Head count	UW Avg Base Pay	UW/Mkt 50th	# of Survey Orgs	# of Survey Incumbents	Base 50th
Painter	PSR 4.07; WPE 10.03d	Painter	16	\$23.11	80.7%	23	113	\$28.64
Photographer 2	PSR 5.01	Photographer	3	\$23.20	68.2%	7	18	\$34.04
Plumber/Pipe/Steamfitter	PSR 4.08; WPE 10.03b	Plumber	28	\$26.48	85.1%	11	30	\$31.13
Police Dispatcher	WPE 13.15a	Police Dispatcher	9	\$25.76	91.3%	4	127	\$28.23
Recreation Coordinator 2	WPE 11.05; Kenexa (ED03000037)	Recreation Coordinator	8	\$21.69	90.7%	279	470	\$23.90
Refrigeration Mechanic	WPE 10.03c	Refrigeration Mechanic	9	\$30.02	93.5%	3	64	\$32.11
Research Technologist 2	HE Custom	Research Technologist	44	\$20.05	83.0%	15	1246	\$24.15
Secretary Senior	PSR 1.03; WPE 4.03	Administrative Assistant III	58	\$18.65	77.0%	49	1351	\$24.21
Security Guard	PSR 4.01a	Security Guard (Unarmed)	12	\$17.64	101.7%	18	387	\$17.35
Stockroom Attendant 2	HC 9.1	Stockroom Attendant	43	\$16.16	92.0%	11	188	\$17.56
Systems Analyst/Programmer 2	PSR 3.15	Programmer / Analyst	5	\$26.07	71.7%	20	123	\$36.36
Truck Driver 2	PSR 4.13	Truck Driver	25	\$19.72	85.6%	7	35	\$23.05
Veterinary Specialist 3	HE Custom	Veterinary Specialist	9	\$19.65	82.0%	8	89	\$23.96
Warehouse Worker 2	PSR 4.16	Warehouser	11	\$17.53	102.6%	22	270	\$17.08
Welder-Fabricator	PSR 4.09	Welder	1	\$26.04	99.4%	8	45	\$26.19



# **Section 3**

## **Supplemental Information**

Survey participants were asked to report on their organization's salary and workforce measures taken over the last twelve months and asked to predict salary and workforce measures for the upcoming twelve months given the current economic environment.

# Supplemental Information – Milliman 2012 Northwest Health Care Survey

For **all organizations**, measures taken and planned included:

## Taken

- Salary Freeze (14%)
- Delayed salary adjustments (0%)
- Hiring freeze (7%)
- Major layoffs (3%)
- Closed or consolidated locations (10%)
- Wage cuts (7%)
- Hiring at Lower Pay w/n range (3%)
- Furloughs (0%)

## Planned

- Salary Freeze (19%)
- Delayed salary adjustments (7%)
- Hiring freeze (7%)
- Major layoffs (5%)
- Closed or consolidated locations (4%)
- Wage cuts (4%)
- Hiring at lower Pay w/n range (11%)
- Furloughs (0%)

# Supplemental Information – Milliman’s 2012 Puget Sound Regional Survey

For **all organizations**, measures taken and planned included:

## Taken

- Salary freeze (11%)
- Delayed salary adjustments (6%)
- Hiring freeze (5%)
- Major layoffs (5%)
- Closed or consolidated locations (8%)
- Wage cuts (4%)
- Hiring at Lower Pay w/n range (4%)
- Furloughs (9%)

## Planned

- Salary freeze (11%)
- Delayed salary adjustments (6%)
- Hiring freeze (3%)
- Major layoffs (2%)
- Closed or consolidated locations (3%)
- Wage cuts (2%)
- Hiring at Lower Pay w/n range (4%)
- Furloughs (3%)



# Supplemental Information – Milliman’s 2012 Puget Sound Regional Survey

For **all Government sector organizations**, measures taken and planned included:

## Taken

- Salary freeze (15%)
- Delayed salary adjustments (23%)
- Hiring freeze (15%)
- Major layoffs (8%)
- Closed or consolidated locations (0%)
- Wage cuts (0%)
- Furloughs (31%)

## Planned

- Salary freeze (27%)
- Delayed salary adjustments (9%)
- Hiring freeze (9%)
- Major layoffs (0%)
- Closed or consolidated locations (0%)
- Wage cuts (0%)
- Furloughs (9%)