University of Washington
Classified Staff Salary Study
WSNA UWMC-Montlake

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Prepared by:
UW HR Compensation
Amy Junglov - Assistant Director, Med Centers Compensation
Divina Lopez - Senior Compensation Consultant, Med Centers Compensation
GENERAL SURVEY INFORMATION

+ Benchmark jobs were identified by UW HR staff and based on benchmark matches used in previous years
+ Jobs that are not benchmark jobs are placed in benchmark clusters with the benchmark job acting as an anchor to the market
+ Benchmark jobs were matched to Milliman's Northwest Health Care Salary Survey
+ All data in this report has been aged using an annual aging factor of 3% and is effective as of May 1, 2021
HEALTH CARE SURVEY PEER GROUP

EvergreenHealth
Kaiser Foundation Health Plan of Washington
MultiCare Health System - Puget Sound Area
Overlake Hospital Medical Center & Clinics
Providence Regional Medical Center Everett
Seattle Cancer Care Alliance

Seattle Children's
Swedish Edmonds
Swedish First Hill
Valley Medical Center
Virginia Mason Medical Center
DEFINITIONS

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

Survey Job Code(s): The Milliman survey code matched to the University job title
Survey Job Titles(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 average pay of University employees in the job
UW/Mkt 50th: The ratio of University average pay to the market 50th percentile
# of Orgs: The number of organizations that matched to the survey benchmark
# of Survey Incumbs: The number of incumbents reported occupying the benchmark
Mkt Base 50th: The value at which 50% of organizations pay base salary below and 50% pay above
### Market Data

<table>
<thead>
<tr>
<th>UW Job Code</th>
<th>UW Job Title</th>
<th>Survey Job Code</th>
<th>Survey Job Title</th>
<th>UW Head Count</th>
<th>UW Avg Base Pay*</th>
<th>UW/Mkt 50th</th>
<th># of Survey Orgs**</th>
<th># of Survey Incumbs</th>
<th>Mkt Base 50th</th>
</tr>
</thead>
<tbody>
<tr>
<td>18895, 17881</td>
<td>REGISTERED NURSE 2</td>
<td>2.07a</td>
<td>RN - Acute Care</td>
<td>1509</td>
<td>$7,866</td>
<td>92.6%</td>
<td>8</td>
<td>10,600</td>
<td>$8,495</td>
</tr>
</tbody>
</table>

*UW Avg Base pay data as of 5/1/21

**Matching organizations: EvergreenHealth, MultiCare Health System - Puget Sound Area, Overlake Medical Center & Clinics, Providence Regional Medical Center Everett, Seattle Children’s, Swedish First Hill, Valley Medical Center, and Virginia Mason Medical Center.