

# University of Washington

## Classified Staff Salary Study

### WSNA UWMC-Northwest

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Prepared by:

UW HR Compensation

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**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

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### 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 Incumbents*: 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

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**Market Data**

UW Job Code	UW Job Title	Survey Job Code	Survey Job Title	UW Head Count	UW Avg Base Pay*	UW/Mkt 50th	# of Survey Orgs**	# of Survey Incumbs	Mkt Base 50th
21294	REGISTERED NURSE 2	2.07a	RN - Acute Care	452	\$8,005	94.2%	8	10,600	\$8,495

\*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.