

University of Washington

Classified Staff Salary Study

SEIU 1199NW HMC

June 11, 2021

Prepared by:

UW HR Compensation

Amy Junglov - Assistant Director, 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

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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*

**Indicates select group of hospitals used for Imaging and Nuclear Medicine jobs.*

PHYSICIAN ASSISTANT - PRIMARY CARE SURVEY PEER GROUP

CHI Franciscan Health

Community Health Center of Snohomish County

MultiCare Health System - Puget Sound Area

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		UW Head Count	UW Avg Base Pay*	UW/Mkt 50th	# of Survey Orgs	# of Survey Incumbts	Mkt Base 50th Hrly	Mkt Base 50th
		Code	Survey Job Title		or Range Mid if Vacant					
18960	ANESTHESIOLOGY TECHNICIAN 2	2.14	Anesthesia Technician	14	\$5,181	89.2%	8	91	33.50	\$5,807
18913	DIAGNOSTIC MEDICAL SONOGRAPHER**	1.07	Ultrasonographer	0	\$7,946	96.6%	5	87	47.44	\$8,223
18940, 18945	DIETITIAN 1	10.07	Dietitian (Registered)	0	\$6,244	100.6%	10	183	35.81	\$6,207
18951	ELECTRONEURODIAGNOSTIC TECHNOLOGIST 2**	1.06	EEG Technician	5	\$5,574	89.5%	5	30	35.95	\$6,231
		2.10a	Nurse Practitioner							
18935, 21792	PHYSICIAN ASST-ADV RN PRACT	2.16a	Physician Assistant****	139	\$10,888	94.3%	11	500	66.60	\$11,544
18921	IMAGING TECHNOLOGIST**	1.03	Radiology Technologist (Registered)	51	\$6,918	106.8%	6	128	37.36	\$6,476
18923	IMAGING TECHNOLOGIST-ANGIOGRAPHY***	1.11	Vascular / Angiography Tech - Special Procedures	13	\$8,578	99.2%	5	55	49.89	\$8,648
18922	IMAGING TECHNOLOGIST-COMP TOMO**	1.01	Computed Tomography Technologist (CT Tech)	37	\$7,873	97.2%	6	82	46.72	\$8,098
18924	IMAGING TECHNOLOGIST-MAG RES IMAGING**	1.02	MRI Technologist	9	\$9,240	104.7%	7	71	50.90	\$8,823
18926	IMAGING TECHNOLOGIST-MAMMO**	1.04	Mammography Technologist	0	\$7,121	86.1%	6	82	47.71	\$8,270
18917	NUCLEAR MEDICINE TECHNOLOGIST 1**	1.05a	Nuclear Medicine Technologist	0	\$8,180	95.2%	6	22	49.56	\$8,590
18947	PHARMACY TECHNICIAN 1	7.02	Pharmacy Technician	54	\$4,852	102.6%	10	632	27.29	\$4,730
18903, 17882	REGISTERED NURSE 2	2.07a	RN - Acute Care	1263	\$7,961	93.7%	8	10,600	49.01	\$8,495
18957	RESPIRATORY CARE PRACTITIONER	1.17	Respiratory Care Practitioner (Registered)	56	\$7,106	105.3%	10	526	38.93	\$6,748
18944, 17885	SOCIAL WORKER	5.02a	Social Worker - Master's	101	\$7,023	104.7%	8	289	38.71	\$6,710

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

** Job where Imaging and Nuc Med peer group was used. See Peer Groups page.

*** Imaging and Nuc Med peer group returned insufficient data so full peer group was used.

**** Job where insufficient data was available for the peer group and a modified cut was used. See Peer Groups page.