

Job Class	July 1, 2016 Rate of Pay				Additional Annual Pay ³	Current Number of ⁴		Percent Turnover ⁵		Harborview Medical Center		Estimated Cost to Target Harborview Market ¹¹				King, Pierce, Thurston Counties ERI Salary Survey			
	Base Range	Maximum Base Salary ²	Assignment Pay	Total Salary		Filled Positions	Vacant Positions	FY2015	FY2016 to Date	Maximum Base Salary	% to Reach Maximum Base	Percent to Mkt, 2.5%	Position Count	GF-S	Other	Total	Base	Total Compensation ¹⁰	% to Reach Total Compensation ¹⁰ (Total Compensation)
Licensed Practical Nurse 2 ¹	42	\$45,684		\$45,684		99	34	21.7%	11.7%	\$ 56,736	24.2%	25.0%	122	\$ 1,534,077	\$ 113,710	\$ 1,647,787	\$ 53,118	\$ 53,118	16.3%
Licensed Practical Nurse 4	44	\$48,060		\$48,060		81	6	2.5%	3.9%			25.0%	93	\$ 1,284,363	\$ 90,757	\$ 1,375,120			
Mental Health Practitioner	56	\$64,620		\$64,620						\$ 72,036	11.5%	12.5%	0	\$ -	\$ -	\$ -	\$ 72,012	\$ 73,256	13.4%
Mental Health Technician 1 ¹	34	\$37,680		\$37,680		455	42	6.2%	6.3%			12.5%	474	\$ 2,236,093	\$ 165,725	\$ 2,401,818			
Mental Health Technician 2	36	\$39,444		\$39,444		24	2	8.3%	4.1%			12.5%	27	\$ 148,537	\$ 11,009	\$ 159,546	\$ 36,999	\$ 37,309	-5.4%
Mental Health Technician 3	39	\$42,492		\$42,492		38	1	0.0%	0.0%			12.5%	40	\$ 239,202	\$ 17,728	\$ 256,930	\$ 41,997	\$ 42,307	-0.4%
Mental Health Technician 5	45	\$49,308		\$49,308		17	1	0.0%	7.2%			12.5%	18	\$ 124,716	\$ 9,235	\$ 133,951			
Physician 3	93	\$161,136	10%	\$177,912	\$ 10,000	24	3	0.0%	0.0%			0.0%	0			\$ -	\$ 258,874	\$ 272,824	45.2%
Physician 4	96	\$173,568	10%	\$191,592	\$ 10,000	1	0	0.0%	0.0%			0.0%	0			\$ -			
Psychiatric Security Attendant ¹	37	\$40,428		\$40,428		259	48	4.2%	8.8%	\$ 46,692	15.5%	15.0%	269	\$ 1,692,643	\$ 125,482	\$ 1,818,125			
Psychiatric Security Nurse (align to LPN)	42	\$45,684		\$45,684		74	34	11.0%	16.9%			25.0%	71	\$ 908,711	\$ 67,348	\$ 976,059	\$ 39,236	\$ 39,236	-14.1%
Psychiatric Social Worker 3	52	\$58,548	15%	\$58,548		75	9	12.7%	25.1%	\$ 87,936	50.2%	50.0%	85	\$ 2,800,963	\$ 207,728	\$ 3,008,691			
Psychiatric Social Worker 4	57	\$66,264	15%	\$76,812		7	1	18.8%	0.0%			50.0%	8	\$ 295,434	\$ 21,932	\$ 317,366			
Psychiatrist	96	\$173,568	25%	\$222,192	\$ 10,000	47	16	10.2%	6.4%			0.0%	0	\$ -	\$ -	\$ -	\$ 210,210	\$ 230,426	-0.8%
Psychologist - Forensic Evaluator	73	\$98,376		\$98,376		42	1	0.0%	0.0%			0.0%	0			\$ -			
Psychologist 3	57	\$66,264	15%	\$76,812		2	0	0.0%	0.0%			0.0%	0			\$ -	\$ 107,391	\$ 108,613	41.4%
Psychologist 4	67	\$84,816	15%	\$98,376		35	4	3.6%	19.5%			0.0%	0			\$ -	\$ 117,942	\$ 122,707	24.7%
(Market Only) Psychiatric ARNP										\$ 127,056		0.0%	0			\$ -			
(Market Only) Psychiatric RN												0.0%	0			\$ -	\$ 78,502	\$ 79,353	
(Harborview Psych Units) Registered Nurse 2										\$ 106,380		0.0%	0			\$ -			
(Harborview Psych Units) Registered Nurse 3										\$ 114,888		0.0%	0			\$ -			
Registered Nurse 2 ¹	54N	\$82,056	5%	\$86,196	\$ 2,100	279	82	12.5%	10.3%	\$ 106,380	23.4%	22.5%	338	\$ 5,976,346	\$ 442,945	\$ 6,419,291	\$ 82,375	\$ 83,490	-3.1%
Registered Nurse 3	58N	\$90,588	5%	\$95,184	\$ 2,100	115	16	8.1%	2.8%	\$ 114,888	20.7%	22.5%	147	\$ 3,116,365	\$ 219,192	\$ 3,335,557	\$ 89,142	\$ 91,223	-4.2%
Registered Nurse 4	62N	\$100,008		\$100,008	\$ 2,100	19	1	6.9%	12.8%			22.5%	19	\$ 437,655	\$ 32,438	\$ 470,093	\$ 115,184	\$ 134,685	34.7%

¹ Job classes with high non-permanent appointments at Western and Eastern State Hospitals.

² For Registered Nurses step U is used as the maximum because it is based on years of experience. An employer may hire a nurse with 26 years of experience and appoint them to Step U. If allowed by the employer's salary determination policy, an employee may be appointed upon initial hire to Step U regardless of the number of years of experience.

³ Additional annual pay authorized within the Memorandum of Understandings. Includes payment for annual board certification for Physicians 3, 4 and Psychiatrist and recruitment and retention incentive for Registered Nurses 2-4.

Annual recruitment and retention incentive for nurses hired prior to Jan 1, 2016: Receive \$1,050 on June 2016 and January 2017. Nurses hired after Jan 1, 2016: Receive \$1,050 at end of 6 months and \$1,050 at completion of 1 year.

⁴ WSH and ESH employee and position data from Business Intelligence as of May 9, 2016.

⁵ Turnover period July 1, 2014 to April 30, 2016 for Eastern and Western State Hospitals. Turnover is separation from state services due to resignations and dismissals. Does not include death, retirement or non-permanent separations.

⁶ Data provided by the Department of Social and Health Services (DSHS). Percent is amount needed to reach Competition Salary.

⁷ Rounded to nearest 2.5% increment. Reduced by current assignment pay, if applicable.

⁸ Percentage increase necessary to reach Competition Salary. To comply with the structure of salary schedules, increases would be in 2.5% increments.

⁹ Simple base hourly rate mean multiplied by 2088 for annual amounts.

¹⁰ Total Compensation (from ERI) refers to the base salary plus incentive amounts. Incentive: The annual dollar amount of cash incentives (annual bonuses, commissions, short term Non-Equity Compensation, or other cash incentives).

Incentives do not include Stock Awards, Options Awards, Change in Pension, etc., or other non-cash incentives.

¹¹ Data reflects DSHS Western State Hospital, Eastern State Hospital, Child Study Treatment Center and Special Commitment Center positions only. Source: CIM 3.0, v33, single fiscal year with 2015-17 current pension rates override, scenarios 245-273.

¹² Percent calculation notes: Percent when applied to first job in series is carried throughout to remaining jobs in the series, light green means the percent is calculated, dark green means the calculated percent was overridden by the percent to market from lower level job, PSNs are aligned to LPNs, PSAs are aligned to MHT1s, the Psychologist - Forensic Evaluators are aligned to the Psychologist 4.

Job Class	Estimated Cost to Target King, Pierce Thurston Counties ERI Market ¹¹					Milliman NW Health Care Survey			Washington State ERI Salary Survey				2016 State Salary Survey ⁸
	Percent to Mkt, 2.5%	Position Count	GF-S	Other	Total	Market Annual Rate ⁹	% to Reach Market (Total Salary)	% to Reach Market (Total Compensation)	Base	Total Compensation ¹⁰	% to Reach Base (Total Salary)	% to Reach Total Compensation ¹⁰ (Total Compensation)	
Licensed Practical Nurse 2 ¹	17.5%	122	\$ 1,073,854	\$ 79,597	\$ 1,153,451	\$ 58,046	27.1%	27.1%	\$ 50,847	\$ 50,847	11.3%	11.3%	27.5%
Licensed Practical Nurse 4	17.5%	93	\$ 899,054	\$ 63,530	\$ 962,584								27.5%
Mental Health Practitioner	12.5%	0	\$ -	\$ -	\$ -	\$ 71,117	10.1%	10.1%	\$ 70,196	\$ 71,415	8.6%	10.5%	22.5%
Mental Health Technician 1 ¹	12.5%	474	\$ 2,236,093	\$ 165,725	\$ 2,401,818								22.5%
Mental Health Technician 2	12.5%	27	\$ 148,537	\$ 11,009	\$ 159,546				\$ 35,374	\$ 35,671	-10.3%	-9.6%	22.5%
Mental Health Technician 3	12.5%	40	\$ 239,202	\$ 17,728	\$ 256,930				\$ 40,161	\$ 40,458	-5.5%	-4.8%	22.5%
Mental Health Technician 5	12.5%	18	\$ 124,716	\$ 9,235	\$ 133,951								22.5%
Physician 3	45.0%	27	\$ 2,064,645	\$ 154,082	\$ 2,218,727				\$ 251,323	\$ 264,855	41.3%	40.9%	30.0%
Physician 4	45.0%	1	\$ 86,409	\$ 6,404	\$ 92,813								30.0%
Psychiatric Security Attendant ¹	12.5%	269	\$ 1,410,536	\$ 104,568	\$ 1,515,104								22.5%
Psychiatric Security Nurse (align to LPN)	17.5%	71	\$ 636,098	\$ 47,144	\$ 683,242				\$ 37,318	\$ 37,318	-18.3%	-18.3%	27.5%
Psychiatric Social Worker 3	0.0%	0			\$ -								-2.5%
Psychiatric Social Worker 4	0.0%	0			\$ -								12.5%
Psychiatrist	0.0%	0	\$ -	\$ -	\$ -				\$ 203,692	\$ 223,300	-8.3%	-3.8%	5.0%
Psychologist - Forensic Evaluator	25.0%	51	\$ 2,559,259	\$ 158,110	\$ 2,717,369								45.0%
Psychologist 3	42.5%	5	\$ 153,752	\$ 9,274	\$ 163,026	\$ 93,981	22.4%	22.4%	\$ 105,252	\$ 106,449	37.0%	38.6%	45.0%
Psychologist 4	25.0%	46	\$ 1,094,880	\$ 71,832	\$ 1,166,712				\$ 113,415	\$ 117,998	15.3%	19.9%	30.0%
(Market Only) Psychiatric ARNP	0.0%	0			\$ -	\$ 118,306							
(Market Only) Psychiatric RN	0.0%	0			\$ -				\$ 75,237	\$ 76,052			
(Harborview Psych Units) Registered Nurse 2	0.0%	0			\$ -								
(Harborview Psych Units) Registered Nurse 3	0.0%	0			\$ -								
Registered Nurse 2 ¹	0.0%	0			\$ -	\$ 86,589	0.5%	0.5%	\$ 78,982	\$ 80,052	-8.4%	-7.1%	7.5%
Registered Nurse 3	0.0%	0			\$ -				\$ 85,512	\$ 87,509	-10.2%	-8.1%	7.5%
Registered Nurse 4	35.0%	19	\$ 680,797	\$ 50,460	\$ 731,257				\$ 110,741	\$ 129,497	10.7%	29.5%	12.5%