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<th>Job Class</th>
<th>Base Salary Range</th>
<th>Assignment Pay</th>
<th>Total Salary</th>
<th>Additional Annual Pay</th>
<th>Filled Positions</th>
<th>Vacant Positions</th>
<th>FY2015</th>
<th>FY2016 to Date</th>
<th>% to Reach Maximum Base Salary</th>
<th>% to Mkt, 2.5%</th>
<th>Maximum Base Salary</th>
<th>Position Count</th>
<th>GS-F</th>
<th>Other</th>
<th>Total</th>
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<td>8.8%</td>
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<td>Psychologist 4</td>
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</tbody>
</table>

**Notes:**
1. Job classes with high non-permanent appointees at Western and Eastern State Hospitals.
2. For Registered Nurses step use 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 payments for annual board certification for Physicians 3, 4 and Psychiatrist and recruitment and retention incentive for Registered Nurses 2-4.
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 $1,500 at end of 6 months and $1,050 at completion of 1 year.
5. WSH and ESH employee and position data from Business Intelligence as of May 9, 2016.
6. 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.
7. Data provided by the Department of Social and Health Services (DSHS). Percent is amount needed to reach Competition Salary.
8. Rounded to nearest 2.5% increment. Reduced by current assignment pay, if applicable.
9. Percentage increase necessary to reach Competition Salary. To comply with the structure of salary schedules, increases would be in 2.5% increments.
10. Simple base hourly rate mean multiplied by 2088 for annual amounts.
11. Total Compensation (from EI) 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.
12. Death, retirement or non-permanent separations.
13. 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 P3Ns, PSAs are aligned to M3Ns, the Psychologist - Forensic Evaluators are aligned to the Psychologist 4.
### State HR Analysis of Market and Salaries V

**9/7/16**

#### Licensed Practical Nurse
- **Count:** 175
- **Salary:** $71,177
- **% to Market:** 10.1%
- **Total Compensation:** $277,188
- **% to Reach Market (Total Compensation):** 22.5%

#### Mental Health Practitioner
- **Count:** 10
- **Salary:** $72,046
- **% to Market:** 10.3%
- **Total Compensation:** $571,206
- **% to Reach Market (Total Compensation):** 27.5%

#### Mental Health Technician
- **Count:** 47
- **Salary:** $112,916
- **% to Market:** 12.5%
- **Total Compensation:** $605,010
- **% to Reach Market (Total Compensation):** 32.5%

#### Psychiatric Security Attendant
- **Count:** 27
- **Salary:** $14,735
- **% to Market:** 45.0%
- **Total Compensation:** $203,692
- **% to Reach Market (Total Compensation):** 67.5%

#### Psychiatric Social Worker
- **Count:** 51
- **Salary:** $40,461
- **% to Market:** 35.0%
- **Total Compensation:** $1,294,880
- **% to Reach Market (Total Compensation):** 50.0%

#### Registered Nurse
- **Count:** 617
- **Salary:** $56,846
- **% to Market:** 20.1%
- **Total Compensation:** $1,369,701
- **% to Reach Market (Total Compensation):** 45.0%

---

**Source:** Milliman NW Health Care Survey

**Note:** Confidential Draft in Preparation for Collective Bargaining