

GUIDE TO SUMMARY DATA HOURLY BASE PAY & RANGES

1	2	3	4	5	6	7	8	9	10	11	12		
JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	# OF FIRMS REPORTING BASE PAY	# OF FIRMS REPORTING SALARY RANGE	BASE SIMPLE MEAN	BASE WEIGHTED MEAN	BASE 25%TILE	BASE 50%TILE	BASE 75%TILE	AVG RANGE MIN	AVG RANGE MID	AVG RANGE MAX
1.0 DIAGNOSTIC / THERAPEUTIC													
1.01	Computed Tomography Technologist (CT Tech)												
1.02	MRI Technologist												
1.03	Radiology Technologist (Registered)												
1.04	Mammography Technologist												
1.05a	Nuclear Medicine Technologist												

Keynumber	Explanation
1	Job Category
2	Benchmark job title, normally the title used by participating organizations. (For a complete description of benchmark job content, see the job description section.)
3	Total number of organizations reporting salary data for this position. Note: A position must have a minimum of 10 organizations in order to provide data. No individual employer represents more than 25% of the weighted data.
4	Total number of job incumbents in this position as reported by participating organizations.
5	Total number of organizations reporting base pay
6	Total number of organizations reporting salary range
7	Simple Mean – The average annual salary, computed by totalling the average salary paid in each organization and dividing by the number of organizations. This measure gives equal weight to the salary paid by each organization, regardless of the number of incumbents.

Keynumber	Explanation
8	Weighted Mean – The average annual salary, computed by totalling the salary paid to each incumbent and dividing by the total number of incumbents. This measure reflects the influence of the market place by organizations with many incumbents in one job.
9	25th Percentile – The 25th percentile: 25% of company averages are below this level.
10	50th Percentile / Median – The 50th percentile: Half of all company averages are below this level; half are above this level.
11	75th Percentile – The 75th percentile: 75% of company averages are below this level.
12	Salary Range – (Average Minimum, Midpoint, and Maximum) – The simple average of salary range minimums and maximums reported by organizations with established ranges.

GUIDE TO SUMMARY DATA **BONUS AND TOTAL CASH COMPENSATION**

		2	3	4			5			6	7	8		9	
		TOTAL CASH							ADDITIONAL CASH			AVG ADDITIONAL CASH PAID LAST FISCAL YEAR			
JOB #	JOB TITLE	# OF FIRMS	# OF INCUMB	SIMPLE MEAN	WEIGHTED MEAN	25%TILE	50%TILE	75%TILE	# FIRMS PAYING	% FIRMS PAYING	% INCUMB RECEIVING	SIMPLE MEAN \$	SIMPLE MEAN %	WEIGHTED MEAN \$	WEIGHTED MEAN %
1.0 DIAGNOSTIC / THERAPEUTIC															
1.01	Computed Tomography Technologist (CT Tech)														
1.02	MRI Technologist														
1.03	Radiology Technologist (Registered)														
1.04	Mammography Technologist														
1.05a	Nuclear Medicine Technologist														

Keynumber	Explanation	Keynumber	Explanation
1	Benchmark job title (not necessarily the title used by participating companies. (For a complete description of benchmark job compensation, see the job description section.)	6	Percent of separate organizations offering additional cash plan to incumbents in this position. (Excluding organizations with vacant positions.)
2	Total number of separate organizations reporting salary data for this position.	7	Percent of job incumbents actually receiving additional cash in most recent fiscal year.
3	Total number of job incumbents in this position as reported by participating organizations.	8	Simple mean paid – The average annual additional cash (in annual dollars and percent of base salary), computed by totaling the average additional cash paid by each organization and dividing by the number of additional cash paying organizations. This measure gives equal weight to the additional cash paid by each organization, regardless of the number of incumbents.
4	Total cash compensation, including base salary and additional cash, paid by all additional cash and non-additional cash paying organizations. Data represents the 25th, 50th and 75th percentiles.	9	Weighted mean paid – The average annual additional cash (in annual dollars and percent of base salary), computed by totaling the additional cash paid to each incumbent and dividing by the total number of incumbents receiving additional cash. This measure reflects the influence on the marketplace by organizations with many incumbents in one job.
5	Number of separate organizations offering additional cash plan to incumbents in this position. Additional cash plans <u>include</u> commissions, bonuses, performance incentives, gainsharing, etc., but <u>exclude</u> overtime pay, shift differentials, or retirement/deferred compensation.		

Guide to Job-by-Job Graphical & Numerical Data

SAMPLE

1

Category: 6. Laboratory

2

Job Title: 6.01 Laboratory Aide

Company Job Title	# of Incumb	Job Match	Additional Cash		Staff	Exempt	Union	Established Range		Avg Base	SCALE: ONE GRID SPACE \$0.41 per hour						
			% Recv'g	Avg %Base				Minimum	Maximum		\$16.24	\$19.94	\$24.05	\$28.15	\$32.26	\$36.37	\$40.48
Medical Center / Acute Care	4	5	6	7	8	9	10	11	12	13							
UROLOGY TECH	2	2	100.0%	1.2%				25.70	40.48	31.04							
LAB SUPPORT	9	2						23.76	37.74	30.59							
LAB TECHNICAL ASST	6	3	83.3%	1.2%				21.90	34.28	29.69							
CLINICAL LAB ASSISTANT	4	2						20.59	29.44	28.81							
LAB AIDE	17	2						18.73	30.06	22.65							
CENTRAL PROCESSING TECH	9	2						16.24	22.73	19.01							
INTERN - ADMINISTRATIVE	2							18.91	29.59								
Average - Medical Center / Acute Care								\$20.83	\$32.05	\$26.97							

Job Match	ACTUAL SALARY			ESTABLISHED RANGE													
	25th	Mean	75th	Min	Max	AX											
All Job Matches	\$19.82	\$24.62	\$30.1	\$16.24	\$40.48	\$26.97											
Light																	
Good	19.41	23.99	30.05	16.24	25.1	18											
Heavy																	

NUMBER	EXPLANATION
1	Job Category.
2	Title of Surveyed Position.
3	Participant's Job Title. NOTE: Some titles have been shortened or slightly modified to fit the space available or to protect identity of the participant. Five or more organizations must have job matches in order for that industry category to appear on the graphical report.
4	Number of Incumbents employed in this position by the participant.
5	Job Match Code. Compared to the benchmark description, the participant's job has: <ul style="list-style-type: none"> 1. Lesser duties and responsibilities 2. Comparable duties and responsibilities 3. Greater duties and responsibilities
6	Additional Cash. Percent of incumbents receiving additional cash.
7	Additional Cash Paid. Average additional cash compensation paid in percent of base salary.
8	Staff Size. The average total number of employees directly or indirectly supervised (if applicable).
9	Exempt/Nonexempt Status under the Fair Labor Standards Act. <ul style="list-style-type: none"> A check indicates the majority of incumbents are classified as exempt.
10	Union/Non-union Status. <ul style="list-style-type: none"> A check indicates the majority of incumbents are union.
11	Multiple Locations Responsible for "S" Single Location or "M" Multiple Locations. (Job Family 15 only.)

NA = Insufficient data to show statistical analysis.

NUMBER	EXPLANATION
12	Range Minimum and Maximum. Numerical values of this participant's salary range, as graphically shown to the right.
13	Average Base pay actually paid to incumbent(s) by this participant; this is the value of the "B" on the graph (see number 15).
14	Minimum of participant's established salary range. NOTE: Some participants do not have an established salary range, thus no range is displayed.
15	Average Base pay actually paid to incumbent(s) by this participant. NOTE: If there are currently no incumbents in this position, only a range will be displayed.
16	Maximum of participant's established salary range.
17	Average Salary Range Minimum. The simple average of all salary range minimums.
18	Simple Mean. The average annual salary paid to all incumbents in this position.
19	Average Salary Range Maximum. The simple average of all salary range maximums.
20	Numerical and graphical summary reporting the simple mean, first and third quartiles, and the average established salary range for all participants by light, good, and heavy job matches. <ul style="list-style-type: none"> Light = Summary data for all participants indicating a light job match (code 1) Good = Summary data for all participants indicating a good job match (code 2) Heavy = Summary data for all participants indicating a heavy job match (code 3)

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2024 HCS Results - Part 2 Graphs.pdf

Job-by-Job Graphical & Numerical Data

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* Insufficient data to report for Home Care and Other Specialty Employer for some selected breakouts.

Salary Adjustment Trends (average percent adjustments) All Responses (including zeros)

	Actual Salaries...						Salary Ranges...											
	2023 Exempt	2023 N/E	2023 Nurses	2024 Exempt	2024 N/E	2024 Nurses	2025 Exempt	2025 N/E	2025 Nurses	2023 Exempt	2023 N/E	2023 Nurses	2024 Exempt	2024 N/E	2024 Nurses	2025 Exempt	2025 N/E	2025 Nurses
ALL PARTICIPANTS	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
By Primary Type of Employer (some report data under multiple categories)																		
Medical Center / Acute Care	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
Stand Alone Clinic(s)	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
Home Care	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
Other Specialty Facility	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
By Geographic Area																		
Seattle	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
Puget Sound Area*	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
Portland Metro Area	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
All Other Areas	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
By State																		
Alaska	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
Idaho	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
Oregon	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
Washington	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■

* King, Pierce, Kitsap, and South Snohomish County Area (Excluding Seattle)

Figures for 2025 are predictions.

NA = Not Available: insufficient data.

Lump Sum Payments (in lieu of increases to base salary)

	% of participants (yes)	Average Lump Sum Reported:
for 2023		
Exempt:	■	■
Nonexempt:	■	■
Nurses:	■	■
for 2024		
Exempt:	■	■
Nonexempt:	■	■
Nurses:	■	■
for 2025		
Exempt:	■	■
Nonexempt:	■	■
Nurses:	■	■

Note: The average percent increases for **ACTUAL BASE SALARIES** include general, across-the-board, COLA, merit and market adjustments, etc., but exclude promotional increases, bonus or lump-sum payments. The adjustments **include** "zero percent" responses where the organization reported no adjustment was or is projected to be awarded.

For add-on pay data (such as shift differentials, standby pay, minimum callback hours, and certification pay) see Summary Data on PDF, and the interactive results.

NA = Not Available: insufficient data.

AVERAGE BENEFIT COSTS & TURNOVER RATES

	Average Cost (as a percent of payroll) Benefit Costs		Average Annual Turnover Rate**	
	Total Benefit Costs*	Excluding Paid Time Off (e.g. vacations, holidays, and sick leave)		
ALL PARTICIPANTS.....			<i>Overall</i>	<i>Nurses</i>
By Type of Facility (some employers report data under multiple categories):				
Medical Center / Acute Care.....				
Stand Alone Clinic(s).....				
Home Care.....				
Other Specialty Employer.....				
By Geographic Area:				
Seattle.....				
Puget Sound Area+.....				
Portland Metro Area.....				
All Other Areas.....				
By State:				
Alaska.....				
Idaho.....				
Oregon.....				
Washington.....				

+ King, Pierce, Kitsap, and South Snohomish County Area (Excluding Seattle)

* Employer Cost - "Total benefit Costs" are the total cost of benefits to the organization (excluding employee contributions) divided by total gross payroll. Benefits should include all group insurances, retirement plans, retiree medical, social security, workers' compensation, unemployment insurance, paid vacations, holidays, sick days, personal days, tuition reimbursement, transit subsidy, etc.

Total gross payroll equals all earnings reported on W-2.

** Turnover rates are separations (including retirements) for any reason (voluntary and involuntary) other than major layoffs, divided by the average number of employees (including regularly scheduled part-time employees; excluding seasonal employees).