

2019 WAGE COMPS

	SJMC	% between steps	Tacoma	St. Clare	Good	Overlake	Northwest	Harborview	Valley MC	Swedish	St. Peter	Average	% SJMC [+/-] avg
			General	General	Samartian	Overlake	Hospital	SEIU 1199	SEIU 1199	UFCW 21	UFCW 21		
Expires	10/31/2018		12/31/2019	1/31/2019	3/31/2020	4/30/2020	5/15/2021	6/30/2019	6/30/2019	3/1/2019	3/1/2019		
Effective	11/1/2017		1/1/2019	2/1/2018	4/1/2019	5/13/2019	5/15/2019	1/1/2019	2/1/2019	1/1/2018	3/1/2018		
Base	\$30.14		\$30.74	\$30.14	\$31.05	\$33.68	\$31.79	\$31.08	\$33.29	\$22.31	\$22.15	\$31.80	-5.5%
1	\$31.43	4.28%	\$32.04	\$31.43	\$32.35	\$34.87	\$33.01	\$32.44	\$33.62	\$33.63	\$33.53	\$32.99	-5.0%
2	\$32.65	3.88%	\$33.30	\$32.65	\$33.63	\$36.29	\$34.38	\$33.82	\$35.03	\$35.03	\$34.84	\$34.33	-5.1%
3	\$33.93	3.92%	\$34.60	\$33.93	\$34.92	\$37.78	\$35.80	\$35.21	\$36.36	\$36.38	\$36.17	\$35.68	-5.2%
4	\$35.22	3.80%	\$35.92	\$35.22	\$36.27	\$39.30	\$37.20	\$36.60	\$37.81	\$37.81	\$37.57	\$37.08	-5.3%
5	\$36.40	3.35%	\$37.12	\$36.40	\$37.49	\$40.79	\$38.60	\$37.96	\$39.20	\$39.20	\$38.83	\$38.40	-5.5%
6	\$37.70	3.57%	\$38.47	\$37.70	\$38.84	\$42.31	\$39.99	\$39.37	\$40.66	\$40.68	\$40.24	\$39.81	-5.6%
7	\$38.96	3.34%	\$39.72	\$38.96	\$40.11	\$43.76	\$41.42	\$40.75	\$42.08	\$42.09	\$41.56	\$41.16	-5.7%
8	\$40.26	3.34%	\$41.06	\$40.26	\$41.45	\$45.24	\$42.83	\$42.13	\$43.49	\$43.52	\$42.98	\$42.55	-5.7%
9	\$41.51	3.10%	\$42.34	\$41.51	\$42.75	\$46.68	\$44.24	\$43.49	\$44.87	\$44.90	\$44.30	\$43.90	-5.8%
10	\$43.17	4.00%	\$43.92	\$43.17	\$44.34	\$48.16	\$45.60	\$44.89	\$46.38	\$46.38	\$45.99	\$45.43	-5.2%
11	\$43.81	1.48%	\$44.67	\$43.81	\$45.10	\$49.02	\$46.27	\$45.53	\$47.04	\$47.07	\$45.99	\$46.06	-5.1%
12	\$44.63	1.87%	\$45.40	\$44.63	\$45.83	\$49.87	\$47.02	\$46.27	\$47.72	\$47.74	\$47.56	\$46.89	-5.1%
13	\$45.30	1.50%	\$46.02	\$45.30	\$46.47	\$50.69	\$47.02	\$46.50	\$48.70	\$48.71	\$47.56	\$47.44	-4.7%
14	\$45.74	0.97%	\$46.64	\$45.74	\$47.09	\$51.58	\$48.40	\$46.72	\$49.60	\$49.60	\$48.77	\$48.24	-5.5%
15	\$46.43	1.51%	\$47.37	\$46.43	\$47.84	\$52.48	\$49.82	\$48.99	\$50.57	\$50.59	\$48.77	\$49.21	-6.0%
16	\$47.12	1.49%	\$48.12	\$47.12	\$48.58	\$53.22	\$49.82	\$49.48	\$51.34	\$51.34	\$50.14	\$49.91	-5.9%
17	\$47.12	0.00%	\$48.57	\$47.12	\$49.04	\$53.22	\$50.92	\$49.91	\$52.10	\$52.09	\$50.14	\$50.35	-6.8%
18	\$48.19	2.27%	\$49.03	\$48.19	\$49.51	\$55.00	\$52.54	\$50.46	\$52.86	\$52.86	\$51.16	\$51.29	-6.4%
19	\$49.27	2.24%	\$50.08	\$49.27	\$50.58	\$55.00	\$52.54	\$50.46	\$53.62	\$53.62	\$51.16	\$51.81	-5.2%
20	\$50.38	2.25%	\$51.37	\$50.38	\$51.87	\$56.34	\$54.36	\$51.91	\$54.19	\$54.22	\$53.52	\$53.13	-5.5%
21	\$50.38	0.00%	\$52.03	\$50.38	\$52.53	\$56.34	\$54.36	\$51.91	\$54.78	\$54.80	\$53.52	\$53.40	-6.0%
22	\$51.52	2.26%	\$52.68	\$51.52	\$53.19	\$57.76	\$55.72	\$52.69	\$55.60	\$55.64	\$54.79	\$54.40	-5.6%
23	\$51.52	0.00%	\$53.10	\$51.52	\$53.61	\$57.76	\$55.72	\$52.69	\$56.23	\$55.64	\$54.79	\$54.56	-5.9%
24	\$52.04	1.01%	\$53.55	\$52.04	\$54.07	\$60.32	\$57.11	\$53.74	\$56.86	\$55.64	\$55.44	\$55.42	-6.5%
25	\$52.68	1.23%	\$53.99	\$52.68	\$54.52	\$60.32	\$57.11	\$53.74	\$57.47	\$57.48	\$55.44	\$55.86	-6.0%
26	\$53.47	1.50%	\$54.45	\$53.47	\$54.98	\$61.53	\$57.76	\$54.81	\$59.17	\$57.48	\$56.74	\$56.71	-6.1%
27	\$53.47	0.00%	\$54.89	\$53.47	\$55.42	\$61.53	\$57.76	\$54.81	\$59.17	\$57.48	\$56.74	\$56.81	-6.2%
28	\$54.12	1.22%	\$55.32	\$54.12	\$55.87	\$62.76	\$58.44	\$55.91	\$60.66	\$59.39	\$57.42	\$57.77	-6.7%
29	\$54.65	0.98%	\$55.96	\$54.65	\$56.50	\$62.76	\$59.02	\$57.02	\$60.66	\$61.20	\$57.42	\$58.35	-6.8%
30	\$55.32	1.23%	\$56.59	\$55.32	\$57.14	\$63.39	\$59.60	\$57.02	\$62.16	\$61.20	\$58.85	\$59.28	-7.2%
31					\$57.14						\$58.85	\$58.00	
32											\$58.00	\$59.17	
33											\$60.34	\$60.34	

